

Employee Groups	(S)alary (H)ourly (D)aily	18-19 Base (Starting Rate)	19-20 Base (Starting Rate)	Increase to Base (Starting Rate)	% Increase to Current Employees
Pay Increase Employee Groups					
Other Support Employee Increases					
Crossing Guards	H	\$8.02	\$8.60	3.00%	3.26%
Parttime Security Guards	H	\$9.89	\$10.00	1.15%	3.26%
In School Suspension Teacher	S	\$25,000.00	\$25,000.00	N/A	2.50%
Substitute Support Employee Increases					
Substitute Cafeteria Worker	H	\$9.73	\$9.79	0.60%	3.26%
Substitute Custodian	H	\$10.76	\$10.82	0.60%	3.26%
Substitute Office Professional	H	\$10.14	\$10.20	0.60%	3.26%
Substitute Office Professional Experienced	H	\$11.02	\$11.09	0.60%	3.26%
The above employee groups will receive an increase to the current pay rate of					3.26%
The starting pay rate for the above employee groups will be increased by the teacher base percentage of					0.60%
Aide Employee Increases					
Building Support Aide	H	\$11.23	\$12.00	\$0.77	3.26%
Building Instructional Aide	H	\$13.69	\$14.50	\$0.81	3.26%
Grade Level Aide	H	\$13.69	\$14.50	\$0.81	3.26%
Early Childhood Education Aide	H	\$13.69	\$14.50	\$0.81	3.26%
Early Childhood Special Education Instructional Aide	H	\$15.62	\$16.50	\$0.88	3.26%
No Increase Employee Groups					
Substitute Employees					
Substitute Nurse	D	\$102.00	\$102.00	0.00%	0.00%
Substitute Nurse LPN	H	\$14.00	\$14.50	3.55%	0.00%
Substitute Teacher					
1 to 10 days	D	\$102.00	\$102.00	0.00%	0.00%
11 to 40 days (Retroactive to day one)	D	\$122.00	\$122.00	0.00%	0.00%
Greater than 41 days (Retroactive to day one)	D	\$147.00	\$147.00	0.00%	0.00%
Substitute Retired Certified Teacher and Retired Nurses					
1 to 10 days	D	\$110.00	\$110.00	0.00%	0.00%
11 to 40 days (Retroactive to day one)	D	\$142.00	\$142.00	0.00%	0.00%
Greater than 41 days (Retroactive to day one)	D	\$167.00	\$167.00	0.00%	0.00%
Substitute Administrator					
High School Principal Substitute (218 Days)	D	\$519.62	\$519.62	0.00%	0.00%
Middle School Principal Substitute (218 Days)	D	\$501.70	\$501.70	0.00%	0.00%
Elementary School Principal Substitute (208 Days)	D	\$469.48	\$469.48	0.00%	0.00%
Assistant High School Principal Substitute (218 Days)	D	\$430.03	\$430.03	0.00%	0.00%
Assistant Middle School Principal Substitute (208 Days)	D	\$401.36	\$401.36	0.00%	0.00%
Assistant Elementary School Principial Substitute (218 Days)	D	\$375.59	\$375.59	0.00%	0.00%