



Provisional Compensation Plan – 2019-2020
Revised 7-10-2019

Pay Grade 1

| Hourly Rate | \$10.39 | \$12.00 | \$15.00 | \$16.00 | \$30.00 |
|-------------|--|--|--|--------------------|--------------------------|
| | Elem Monitor Substitute | FANS Substitute | Extended Care Bus Driver Substitute | Extended Care Plus | Extended Care Registered |
| | Equipment Manager | Clerical Substitute | Extended Care Substitute | | |
| | | Warehouse Worker | Testing monitor/proctor | | |
| Hourly Rate | \$11.33 | \$12.45 | \$15.25 | | |
| | Non-certified Tutor (not certified in area tutoring) | Certified Tutor (certified in area tutoring) | Bilingual Tutor (certified in area tutoring) | | |

Pay Grade 2

| Daily Rate | \$95.00 | \$100.00 | \$120.00 |
|------------|---|---|--|
| | Non-Certified Substitute for Teachers & Aides | Certified Substitute for Teachers & Aides | Certified Substitute (31 or more consecutive days for same employee) |

Pay Grade 3

| Daily Rate | \$95.00 | \$115.00 | \$300.00 |
|------------|---------------------|-----------------------------|--------------------------|
| | Day Care Substitute | Registered Nurse Substitute | Administrator Substitute |