



To: Dr. Charles Johns
Board of Education
From: Brad Swanson
Date: August 23, 2021
RE: Miscellaneous Wages Request

Recommendation

The Administration recommends the Board of Education approve the Miscellaneous Wages for hourly assignments for the 2021-22 school year as provided.

Background

Miscellaneous Wages are updated on an annual basis through a review of union contracts and staffing needs. For those positions not associated with a union contract, salary schedules are utilized to establish pay rates each year. In unique cases, miscellaneous hourly wages are determined in consultation with the building administration for areas of high need.

There are two categories of Miscellaneous Wage schedules - Non-Exempt and Exempt. The Non-Exempt schedule refers to hourly employees, and the Exempt schedule refers to salaried employees. These designations are utilized to determine qualifications for the assignment as well as the rate of pay and annual increases.

Miscellaneous Wages - Non-Exempt

	Non-Exempt from OT 2020-21 School Year		Matrix Increase 101.75%	Non-Exempt from OT 2021-22 School Year	
Substitute	Daily Hourly	Long-Term Hourly		Daily Hourly	Long-Term Hourly
Substitution - Instructional Assistant	18.37	18.77		18.69	19.10
Substitution - Instructional Assistant (Retiree)	18.37	24.40		18.69	24.83
Substitution - Instructional Assistant (Special Education)	27.32	27.93		27.80	28.91
Substitution - Paraprofessional	16.02	16.38		16.30	16.67
Substitution - Paraprofessional (Retiree)	16.02	21.29		16.30	21.67
Substitution - Clerical CAT I	17.36	17.75		17.67	17.75
Substitution - Clerical CAT II	19.10	19.53		19.44	19.53
Substitution - Clerical CAT III	21.01	21.48		21.37	21.48
Substitution - Clerical CAT IV	23.11	23.63		23.51	23.63
Substitution - Clerical CAT V	25.42	25.99		25.86	25.99
Substitution - Clerical CAT I (Retiree)	17.36	23.08		17.67	23.08
Substitution - Clerical CAT II (Retiree)	19.10	25.39		19.44	25.39
Substitution - Clerical CAT III (Retiree)	21.01	27.92		21.37	27.92
Substitution - Clerical CAT IV (Retiree)	23.11	30.72		23.51	30.72
Substitution - Clerical CAT V (Retiree)	25.42	33.79		25.86	33.79
Substitution - Clerical (Internal is subject to a Regulator)	TBD	TBD		TBD	TBD
Substitution - Non-Certified Registered Nurse	30.13	30.63		30.66	31.17
Substitution - Non-Certified Registered Nurse (Retiree)	30.13	39.82		30.66	40.52
Substitution - Non-Certified RN (Internal is subject to a Regulator)	TBD	TBD		TBD	TBD
Substitution - Teacher (Internal IA working for a Teacher)	38.62	LTS Rate		39.29	LTS Rate
Substitution - Teacher (Long Term)	N/A	LTS Rate		N/A	LTS Rate
Substitution - Teacher (Long Term, Retiree)	N/A	LTS Rate		N/A	LTS Rate

Staff are Paid at the OT / Premium Rate for These Roles

Testing Outside of School Day

	Straight Time	OT / Premium	Straight Time	OT / Premium
Site Coordinator (Test Center Supervisor [pass out materials])	21.62	32.28	21.90	32.85
Room Supervisor (formerly Testing Room Supervisor [read directions])	19.17	28.75	19.51	29.26
Room Monitor (formerly Test Proctor [assisting])	15.20	22.80	15.47	23.20

Supervision

	Straight Time	OT / Premium	Straight Time	OT / Premium
Concessions	16.28	24.42	16.56	24.85
Saturday Detention	25.68	38.52	26.13	39.20
Extra-Curricular Activities Event Staff	16.28	24.42	16.56	24.85
Club Supervision	16.28	24.42	16.57	24.85
Bus Driver	16.28	24.42	16.56	24.85
Building Supervision	N/A	28.18	N/A	28.67
Security (for District events)	24.42	24.42	24.85	24.85

Special Education Instructional Assistant

	Straight Time	OT / Premium	Straight Time	OT / Premium
Extra-Curricular - IA I	18.37	27.55	18.69	28.03
Extra-Curricular - IA II	19.40	29.10	19.74	29.61

Miscellaneous Wages - Exempt

	Exempt from OT 2020-21 School Year Summer School 2021		Matrix Increase 101.75%	Exempt from OT 2021-22 School Year Summer School 2022	
Summer	Hourly	Maximum Hours		Hourly	Maximum Hours
Summer School	59	-	Exception 2.00%	60	-
Summer Curriculum Projects	59	-	2.00%	60	-
Professional Development	Hourly	Maximum Hours		Hourly	Maximum Hours
Saturday/Summer Workshops	59	2.00	2.00%	60	2.00
In-house Graduate Course Instructor	59	32.00	2.00%	60	32.00
New Teacher Orientation (First Year Attendee)	25.00	8.00		25.00	8.00
STAR Program	59	-	2.00%	60	-
Permanent Substitute	Hourly	Maximum Hours		Hourly	Maximum Hours
Substitution - Permanent Substitute	27.32	7.50		27.80	7.50
Instructional / Substitution	Hourly	Maximum Hours		Hourly	Maximum Hours
Substitution - Internal teacher, Part-Time	42.05	8.00	2.00%	42.89	8.00
Substitution - Internal Teacher w/ Administrator Approval	56.07	-	2.00%	57.19	-
Substitution - (Long-term, External)	42.05	8.00	2.00%	42.89	8.00
Substitution - (Long-term, Retiree)	56.07	-	2.00%	57.19	-
Substitution - Certified School Nurse	56.07	-	2.00%	57.19	-
Homebound Instructor	59	-	2.00%	60	-
IEP	Hourly Rate	-		Hourly Rate	-
Testing Outside of School Day	Hourly	Maximum Hours		Hourly	Maximum Hours
Site Coordinator (Test Center Supervisor [pass out materials])	32.27	4.00		32.83	4.00
Room Supervisor (formerly Testing Room Supervisor [read directions])	28.74	4.00		29.23	4.00
Room Monitor (formerly Test Proctor [assisting])	22.78	4.00		23.17	4.00
Supervision (TRS Creditable)	Straight Time	Maximum Hours		Straight Time	Maximum Hours
Saturday Detention	38.52	-		39.20	-
Club Supervision	24.42	-		24.85	-
Radio Supervision	24.42	-		24.85	-
Judge (Debate, Forensics, etc.)	15.00	-		15.00	-
D225 Graduation Tech/Video Support	59	-	2.00%	60	-
D225 Events Tech/Video Support	59	-	2.00%	60	-
IHSA Post Season Event	24.42	-		24.85	-
Intermurals	24.42	-		24.85	-
Indoor athletic events - Single	24.42	-		24.85	-
Outdoor athletic events - Single	24.42	-		24.85	-
Indoor athletic events (score table) - Double	24.42	-		24.85	-
Indoor athletic events (other) - Double	24.42	-		24.85	-
Outdoor athletic events (score table) - Double	24.42	-		24.85	-
Outdoor athletic events (other) - Double	24.42	-		24.85	-
Dances and Graduation	24.42	-		24.85	-
Supervision (Non-TRS Creditable)	Straight Time	Maximum Hours		Straight Time	Hours
Bus Driver	24.42	-		24.85	-
Substitution - Internal Teacher w/ Administrator Approval as an IA	56.07	-	2.00%	57.19	-