

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

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SCHOOL BOARD COMMUNICATION

Title:	Substitute Rate of Pay Comparison		
Date:	February 11, 2013	Item Number:	Worksession
Administrator:	Tim Peterson, Director, Human Resources Dave Jones, Assistant Superintendent		
Attachments:	Substitute Rate of Pay Comparison from Other Alaska Districts		

Action Needed **For Discussion** **Information** **Other:** _____

BACKGROUND INFORMATION

Attached is the Substitute Rate of Pay Comparison from Other Alaska Districts. This was requested by the Board to bring forward at the February meeting.

ADMINISTRATIVE RECOMMENDATION

For your review and discussion.

Substitute Rate of Pay Comparison from Other Alaska Districts

Position	KPBSD	Anchorage SD	Mat-Su SD	Juneau SD	Kodiak Island SD	Fairbanks North Star SD	Cordova SD
Certified Teacher	\$130.00 per day (based on an 8 hour day)	0-20 days @ \$120 per day 21+ days @ \$140 per day Long-term placement on Step 0 (based on an 8 hour day)	\$150.00 per day (based on a 7.5 hour day)	1-10 days @ \$14.00/hr After 10 days @ 16.67/hr (based on a 7.5 hour day)	1-9 days \$105.00 per day 10-19 days \$126.00 per day not to exceed 20 days (based on 7 hour day)	Step 1 - \$100.00 per day Step 2 - \$125.00 per day	\$100.00 per day
Non-Certified Teacher	\$110.00 per day (based on an 8 hour day)	N/A	\$120.00 per day (based on a 7.5 hour day)	4 year degree required 1-10 days @ \$12.67/hr After 10 days @ \$ 15.34/hr (based on a 7.5 hour day)	1-9 days \$100.00 per day 10-19 days \$120 per day not to exceed 20 days (based on 7 hour day)	Step 1 - \$90.00 per day Step 2 - \$115.00 per day	\$100.00 per day
Secretary/Clerical	\$10.50 per hour	\$12.60 per hour (retired ASD employees working as Clerical Sub paid \$15.00/hr)	\$11.60 per hour	1-10 days \$10.67/hr After 10 days \$12.67/hr	\$11.43 per hour	\$12.00 per hour	\$12.10 per hour
Custodian	\$10.50 per hour	Probationary period \$11.73/hr Unassigned \$11.73/hr Assigned \$11.94/hr	\$9.00 per hour	1-10 days \$10.67/hr After 10 days \$12.67/hr	\$11.43 per hour	\$11.50 per hour (+ \$.50 applicable shift differential)	\$14.08 per hour
Activity Bus Driver	\$15.50 per hour	N/A	N/A	N/A	N/A	N/A	N/A
Deaf Ed. Interpreter	\$18.00 per hour	N/A	N/A	N/A	N/A	\$15.00 per hour	N/A
Food Service	\$10.00 per hour	N/A	\$9.00 per hour	1-10 days \$10.67/hr After 10 days \$12.67/hr	\$11.43 per hour	\$9.00 per hour	\$12.10 per hour
Aide	\$10.00 per hour	\$12.60 per hour	\$11.60 per hour	1-10 days \$10.67/hr After 10 days \$12.67/hr	\$11.43 per hour 2 or more successful years of college @ \$12.86/hr	\$12.00 per hour	\$13.09 per hour
Tutor	\$10.00 per hour	\$12.60 per hour	\$11.60 per hour	1-10 days \$10.67/hr After 10 days \$12.67/hr 1-10 days with a four-year degree \$12.67/hr After 10 days \$15.34/hr	\$11.43 per hour 2 or more successful years of college @ \$12.86/hr Bachelor's degree or higher \$14.29/hr	\$12.00 per hour	\$13.09 per hour
Nurse	\$18.00 per hour	\$120.00 per day	\$22.00 per hour	1-10 days \$10.67/hr After 10 days \$12.67/hr 1-10 days with a four-year degree \$12.67/hr After 10 days \$15.34/hr	\$28.49 per hour	\$21.15 per hour	NA