



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Human Resources

Tim Peterson, Director

148 North Binkley Street Soldotna, Alaska 99669-7553

Phone (907) 714-8888 Fax (907) 262-9645

August 6, 2007

MEMORANDUM

TO: Board of Education

THROUGH: Glen Szymoniak, Assistant Superintendent

FROM: Tim Peterson, Director, Human Resources

RE: Substitute pay rates

The substitutes pay rate information with the fiscal note is attached for review. These rates and a request to increase have been brought up on occasion.



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July 26, 2007

MEMORANDUM

TO: Dr. Donna Peterson, Superintendent

THROUGH: Glen Szymoniak, Assistant Superintendent

FROM: Tim Peterson, Director, Human Resources

RE: Pay schedules for substitutes - Justification and fiscal note

Teacher

Anchorage and Fairbanks have implemented a multi-step program giving the teacher substitutes that work a great deal in the system additional pay. KPBSD has had the 100/84 rate for numerous years (at least 7) without a change.

Estimated increase in cost to the general fund (Object code 3171 and 3296) - \$94,995

Secretary and Custodian

KPBSD has not changed this rate for numerous years – reflects increase to minimum wage.

Aides and Tutors

KPBSD has not changed this rate for numerous years – reflects increase to minimum wage.

Estimated increase in cost to the general fund (Object code 3291) - \$42,114

Food Service

KPBSD has not changed this rate for numerous years – reflects increase to minimum wage.

Estimated increase in cost to the general fund (Object code 3291) - \$3,308

Nurse, and Deaf Ed interpreters

KPBSD has made changes to these in recent years - No change.

Activity Bus Drivers

This amount is mandated and reflect two times the minimum wage - may need to be changed in the near future.

Pool Employees

Research was completed – Rates more closely reflect what is paid for this skill level around the state.

Cannot estimate costs, this accounting is done from 710 accounts at individual sites

Temporary help


KPBSD has not changed this rate for numerous years – Lower end will continue to reflect minimum wage, the high end will reflect increase to minimum wage and returning workers.

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August 6, 2007

TO: Board of Education
FROM: Tim Peterson, Director, Human Resources 
THROUGH: Glen Szymoniak, Assistant Superintendent
SUBJECT: Pay Schedule for Substitutes and other Temporary Employees
for the 2007 - 08 school year

SUBSTITUTE POSITION

RATE OF PAY

Teacher certified	100.00 per day (0-20 days) 120.00 per day (more than 20 days)
Teacher non certified	84.00 per day (0-20 days) 108.00 per day (more than 20 days)
Secretary (all clerical)	\$10.00/hr.
Custodian/Stock Handler/ Courier/Theater Crew	\$10.00/hr.
Activity Bus Driver	\$14.30/hr.
Deaf Ed. Interpreter-Certified/Licensed	\$18.00/hr.
Food Service Cashier/Asst. Cook Cook/Food Service Manager	\$9.30/hr. \$9.30/hr.
Aide/Instructional Assistant	\$9.30/hr.
Tutor/Bilingual Instructor	\$9.30/hr.
Nurse	\$18.00/hr.

TEMPORARY WORKERS

Pool Employees Instructor/Senior Lifeguard Junior Lifeguard Cashier/Locker Room Attendant	\$13.00/hr. \$8.75/hr. \$8.75/hr.
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Temporary help - **Temporary employee's salary placement must be pre-approved by Human Resources prior to start date.**

Skill Level I	\$7.15
Skill Level II	\$7.16 - \$9.00 /hr.
Advanced	\$8.51 - \$15.00/hr.