

NEW BUSINESS ITEM FOR THE BOARD OF EDUCATION

SUBJECT:

FY 2023 Daily and Hourly Wage Rates

OVERVIEW:

Section 3-413 of the Labor and Employment Article of the Annotated Code of Maryland requires employers to pay at least the minimum wage to employees. The attached schedule highlights the changes to conform to Maryland HB-166 which mandates minimum wage be paid at \$13.25 per hour.

FINANCIAL IMPLICATIONS:

The substitute teacher rate is changing from a daily rate to an hourly rate with a guaranteed minimum of 4 hours. The substitute rates will increase by an average of 16%. For hourly employees, the minimum wage increased from \$12.50 to \$13.25, and this increase was applied proportionally to various hourly rates. The FY 2023 budget was increased by approximately \$500,000 to address the impact of the minimum wage increase. The cost of substitutes is projected to be \$2.6 million over budget. Of this cost, \$600,000 is related to the impact of the new substitute rates. Lapse salary savings will be used to offset the projected shortfall.

RECOMMENDATION/FUTURE DIRECTION:

That the Board approve the daily and hourly rates for the upcoming fiscal year.

ATTACHMENT

Daily and Hourly Wage Rates		FY2022	FY2023
CATEGORY		FY2022	FY2023
Substitute Teacher			
		FY 2022 Hourly Rate	
Non-Degreed Daily Rate	\$94.00	\$12.53 per hr	\$15.50 per hr
Degreed Daily Rate	\$120.00	\$16.00 per hr	\$19.25 per hr
Retired Teacher Daily Rate	\$126.00	\$16.80 per hr	\$22.50 per hr
Non-Degreed Long Term	\$120.00	\$16.00 per hr	\$18.50 per hr
Degreed Long Term	\$187.00	\$24.93 per hr	\$26.00 per hr
Retired Teacher Long Term (days 61+)	\$213.00	\$28.40 per hr	\$32.00 per hr
Homebound Teacher			
Home and Hospital Teacher—Bachelors and/or SPC	\$25.25		\$25.25
Temporaries (Hourly)			
AVID Tutor	\$14.00		\$14.75
Building Service Worker	\$12.50		\$13.25
Bus Attendant	\$12.50		\$13.25
Bus Driver	\$15.00-\$17.00		\$16.10-\$18.10
Computer Intern/Analyst	\$12.50-\$17.00		\$13.25-\$17.50
Educational Interpreter	\$34.15		\$34.15
ELO/Title I Tutor (48 college credits or parapro)	\$14.00		\$14.75
ELO/Title I Tutor (BA Degree or higher)	\$30.00		\$30.00
Evening High School Teacher	\$35.00		\$35.00
Food Service Employee 1	\$13.75		\$14.25
Food Service Employee 2	\$15.75		\$16.25
Food Service Substitute	\$12.50		\$13.25
Non-Public Tutor	\$34.15		\$34.15
North Point Childcare	\$12.50		\$13.25
Secretary/Clerical	\$12.50-\$13.40		\$13.25-\$14.15
Science Center Hourly Teacher	\$25.00		\$25.00
Science Center Lab Assistant	\$12.50		\$13.25
Swim Instructor (5th Grade Water Safety)/Summer Camp	\$12.50-\$35.00		\$13.25-\$35.00
Teacher Mentor	\$35.00		\$35.00
Temporary Instructional Assistant	\$14.00		\$14.75

Daily and Hourly Wage Rates		FY2022	FY2023
CATEGORY	FY2022	FY2022	FY2023
Extended Day Program			
Teacher/LTS	\$30.00		\$30.00
Instructional Assistant	\$17.00		\$17.00
Temporary Instructional Assistant/Substitute	\$14.00		\$14.75
Extension of Day/Year - Mandated Programs	Per Diem		Per Diem
Summer School/Summer Programs/Saturday School			
Instructors	\$35.00		\$35.00
Administrative Interns/Vice Principals	\$38.00		\$38.00
Interventionists	\$20.00		\$20.00
Instructional Assistants	\$17.00		\$17.00
Temporary Instructional Assistants	\$14.00		\$14.75
Food Service Worker (Hourly) Summer			
Summer Feeding Coordinator/Reviewer	\$27.50		\$27.50
Summer Lead Food Service Staff	\$22.50		\$22.50
Summer Food Service Staff	\$17.50		\$17.50
Professional Development/Workshop—Extension of Workday/Non-Scheduled Workday/Work Year			
Teacher	\$35.00 per hour		\$35.00 per hour
Support Contracted	Per diem hourly rate		Per diem hourly rate
Support Non-Contracted	Current hourly rate		Current hourly rate
Instructional Assistant	\$17.00 per hour		\$17.00 per hour
Music Adjudicators	\$50 per occurrence		\$50 per occurrence
School Renovation Setup			
Certificated Staff	Day \$170, ½ \$85.00		Day \$170, ½ \$85.00
Instructional Assistant	Day \$100, ½ \$50.00		Day \$100, ½ \$50.00