



Karns City Area School District

Memorandum

To: Support Staff Substitutes

From: Evan M. McGarvey *EMM*

Date: July 10, 2024

Re: 2024-2025 Support Staff Substitute Rate

During the 2023-2024 school year, the District approved an increase to hourly rate for substitutes employed in roles under the Karns City ESPA-PSEA-NEA Collective Bargaining Agreement. The District was successful in securing substitutes under this change and would recommend that the same change be put in place for next year as follows:

Beginning on July 1, 2024 through June 30, 2025, the compensation of a support staff substitute will increase to the 1-year service rate for the respective position as defined on the 2024-2025 A.3 wage scale. The following substitute rate would apply for each respective position:

- | | |
|------------------------|---------|
| • Building Custodian: | \$13.70 |
| • Cafeteria Personnel: | \$11.42 |
| • Clerk: | \$13.07 |
| • Custodian: | \$11.92 |
| • Food Coordinator ES: | \$11.98 |
| • Food Coordinator HS: | \$12.19 |
| • Maintenance: | \$17.92 |
| • Nurse Technician: | \$12.26 |
| • Paraprofessional: | \$11.73 |
| • Secretary: | \$13.33 |

Interested candidates should visit the District's website at: www.kcasdk12.org, and navigate to Our District > Employment Opportunities to find a listing of available substitute support staff positions and job descriptions. All substitutes must be approved by Karns City Area School District Board of Directors prior to substituting in these positions.