

**ED TECH WAGE SCALE
2024-2025**

I. Wages

The parties agree to split any payroll taxes required in order to comply with Maine’s Paid Family Medical Leave Act.

STEP	LEVEL		
	Ed Tech III (grade 11)	Ed Tech II (grade 9)	Ed Tech I (grade 8)
1	\$21.28	\$20.00	\$17.85
2	\$21.76	\$20.45	\$18.25
3	\$22.25	\$20.91	\$18.66
4	\$22.75	\$21.38	\$19.08
5	\$23.26	\$21.86	\$19.51
6	\$23.78	\$22.35	\$19.95
7	\$24.32	\$22.86	\$20.40
8	\$24.87	\$23.37	\$20.86
9	\$25.43	\$23.90	\$21.33
10	\$26.00	\$24.43	\$21.81
11	\$26.58	\$24.98	\$22.30
12	\$27.18	\$25.55	\$22.80
13	\$27.79	\$26.12	\$23.31
14	\$28.42	\$26.71	\$23.84
15	\$29.06	\$27.31	\$24.37
16	\$29.71	\$27.92	\$24.92
17	\$30.38	\$28.55	\$25.48
18	\$31.06	\$29.19	\$26.06

Portland Public Schools Substitute Pay Rates

Board Approved 9/10/24 - Rate update effective 10/16/24

Level	Hourly Rate	Notes
Less Than a Bachelor's Degree *rate for coverage for teacher <i>or</i> ed tech	\$17.85 (aligned with Ed Tech I, Step 1)	<ul style="list-style-type: none"> ● 7 hour day = \$124.95 per day ● Earned Paid Leave (EPL) provisions as per Maine law
Bachelor's Degree *rate for coverage for teacher <i>or</i> ed tech	\$23.78 (aligned with Ed Tech III, Step 6)	<ul style="list-style-type: none"> ● 7 hour day = \$166.46 per day ● Earned Paid Leave (EPL) provisions as per Maine law
Maine certified teacher and PPS retired teacher *rate for coverage for teacher <i>or</i> ed tech	\$24.87 (aligned with Ed Tech III, Step 8)	<ul style="list-style-type: none"> ● 7 hour day = \$174.09 per day ● Earned Paid Leave (EPL) provisions as per Maine law
Dedicated Substitute	\$28.42 (aligned with Ed Tech III, Step 14)	<ul style="list-style-type: none"> ● 7 hour day = \$198.94 per day ● Eligible for \$500/month toward medical benefits plan ● Earned Paid Leave (EPL) provisions as per Maine law
Nurse Substitute	\$29.91 (90% of LTS rate)	<ul style="list-style-type: none"> ● 7 hour day = \$209.37 per day ● Earned Paid Leave (EPL) provisions as per Maine law

Long Term Substitute	\$33.23 (aligned with Lane 1, Step 1 of PEA/Teacher salary schedule)	<ul style="list-style-type: none"> ● 7.5 hour day = \$249.20 per day ● Payable for >30 days in the same classroom ● Eligible for \$500/month toward medical benefits plan ● Earned Paid Leave (EPL) provisions as per Maine law
----------------------	--	--

Benefits

- LTS/Dedicated Subs who worked for PPS in 23-24 (in either an LTS or Dedicated sub position) will have 40 hours of EPL front loaded into their accruals.
- For the 24-25 school year **only**, LTS/Dedicated subs who worked for PPS in 23-24 (in either an LTS or Dedicated sub position) will receive an additional bonus of \$250 per month.

Medical Benefits Options

Standard 1000 Plan

Coverage Level	Employee Cost	District Contribution	Total Cost
Employee	\$373.47	\$500.00	\$873.47
Employee + Children	\$1,045.85	\$500.00	\$1,545.85

Single coverage - biweekly cost to employee of \$186.74
 Adult with Child(ren) - biweekly cost to employee of \$522.93