

2024 - 2025

CAPE HENLOPEN DAILY AND HOURLY COMPENSATION RATES (EFFECTIVE 1/1/2025)

Class A, B, C, Paraprofessional, and Service Aide sub rates are driven by the State, Cumulative and Long-Term sub rates based on Board Policy 405

Rates for substitute custodians, drivers, and monitors is 2% below 0 years experience

Administrative Assistant sub rate is the same as Class B rate which is driven by the State.

Cafeteria sub rate is equal to state rate for 0 years with no local supplement

	<i>Daily</i>	<i>Hours</i>	<i>Hourly</i>
Class A Substitute (Maximum State Rate)	179.00	7.500000	23.866667
Class B Substitute (Maximum State Rate)	143.00	7.500000	19.066667
Class C Substitute (Maximum State Rate)	113.00	7.500000	15.066667
Long-Term Substitute Rate (Class A, B, C = BA,0 yrs. Exp.)	264.95	7.500000	35.327306
Beginning on 21st day/not retroactive			
Cumulative - Term Substitute Rate (Class A x 1.3)	232.70	7.500000	31.026667
Beginning on 21st day/not retroactive			
Cumulative - Term Substitute Rate (Class B x 1.3)	185.90	7.500000	24.786667
Beginning on 21st day/not retroactive			
Cumulative - Term Substitute Rate (Class C x 1.3)	146.90	7.500000	19.586667
Beginning on 21st day/not retroactive			
Paraprofessional (Maximum State Rate)	129.48	7.500000	17.264000
Service Aide (Maximum State Rate), Actual Work Hours May Be Less	115.06	7.500000	15.341333
Custodian	121.39	8.000000	15.173500
Technology	192.96	8.000000	24.120000
Bus Driver	147.00	6.000000	24.500000
Bus Monitor	104.08	6.000000	17.346000
Administrative Assistant	143.00	7.500000	19.066667
Nurse	264.95	7.500000	35.327306
Cafeteria			15.310000

Athletic Game Personnel	Professional Staff	\$50.00 flat stipend per event
Athletic Game Personnel	Support Staff	Per FLSA/CHSSA Guidelines
State/Conference Games	All	Reimbursed Rate paid via FSF

State Inservice Rates

	<u>Product</u>	<u>Non-Product (60%)</u>
Inservice Administrator (Maximum State Rate)	40.580000	24.348000
Inservice Teacher (Maximum State Rate)	39.760000	23.856000
Inservice Para (Maximum State Rate)	24.120000	14.472000
Inservice Nurse (Maximum State Rate)	39.760000	23.856000
Inservice Administrative Assistant (Maximum State Rate)	19.780000	11.868000
Inservice Custodian (Maximum State Rate)	15.630000	9.378000

****10-month staff should not begin receiving the new in-service rate until the start of the school year.****

FY 25 Fringe Rates (Through 12/31/24)

Pension	24.10%
FICA	6.20%
Medicare	1.45%
Workers Comp	1.40%
Unemployment	0.11%
Total (Regular Employees)	33.26%
Total (Substitute Employees)	9.16%