

## Rates of Pay for Temporary Employment and Performance Contracts

2024/2025 School Year

Additional duties that are assigned occasionally will be considered part of an employee's normal job responsibilities. In general, additional compensation will only be awarded if additional duties are assigned regularly or occur outside normal work hours, or supplant a lunch. The responsibilities and length of time for an assignment will be determined by the supervising administrator. The rates of pay for additional duties are set by Talent Management to match the level of job duty being performed, and are approved by the Superintendent and the Governing Board. **NOTE: ePARs must be submitted prior to the start date of the duty or assignment.**

Line #	Department	Additional Duties	ESP Nonexempt Rate of Pay	Certified/ ESP Exempt/ Admin Rate of Pay	Notes
1	All	Supervisory/Leadership Roles	n/a	\$40/hour	Includes work such as: Summer Academy Principal, Curriculum Development, Facilitating Professional Development, etc.
2	All	Instructional	\$30/hour	\$30/hour	Includes work such as: Enrichment/Academy Instruction, Club/Activity Sponsors, Event Coordinators, Early Entrance Screening, Preschool Evaluation, Tutoring, Participation in Professional Development (in certain cases), Supervision of IEP Services, etc.
3	All	AVID Tutor	\$15.00/hour	\$15.00/hour	The AVID Tutor facilitates AVID Tutorial sessions with students in the AVID Elective classroom in conjunction with the AVID teachers.
4	All	Courier	*A11 Entry Rate	*A11 Entry Rate	
5	All	Crossing Guard	\$15.10/hour	\$15.10/hour	
6	All	Lunch/Playground Duty	\$15.10/hour	\$15.10/hour	
7	All	School Community Volunteer Coordinator	*A11 Entry Rate	*A11 Entry Rate	
8	All	Workshop/Inservice Course Preparation and Instruction	hourly rate of pay	n/a	
9	All	Additional Duties not Listed (within same classification)	hourly rate of pay	n/a	
10	All	Additional Duties not Listed (above classification)	*entry level rate of pay for the duty	n/a	
11	All	Additional Duties not Listed (below classification)	4+ years experience per the New Hire Placement Guide	n/a	
12	All	Additional Duties not Listed (covering a vacancy at own site)	hourly rate of pay	n/a	
13	Athletics	Site Athletic Director	n/a	\$400/sport/season	
14	Athletics	Site Athletic Director with Lead Superviso	n/a	\$300/sport/season	

Line #	Department	Additional Duties	ESP Nonexempt Rate of Pay	Certified/ESP Exempt/Admin Rate of Pay	Notes
15	Athletics	Lead Supervisor (All Sports except Cheer)	\$100/sport/season	\$100/sport/season	
16	Athletics	Coach (Cut Sports)/Assistant Coach (Cheer, Cross Country, Track and Field, Wrestling)	\$1890/sport/season	\$1890/sport/season	
17	Athletics	Head Coach (Cheer, Cross Country, Track and Field, Wrestling)	\$1890 + \$125/sport/season	\$1890 + \$125/sport/season	
18	Athletics	Coach In Training	*A11 Entry Rate	*A11 Entry Rate	all employee groups
19	Athletics	Single Official	\$80/game &/or meet	\$80/game &/or meet	
20	Athletics	Co-official	\$70/game &/or meet	\$70/game &/or meet	
21	Athletics	Official In Training	\$30/hour (Line 2) game &/or meet	\$30/hour (Line 2) game &/or meet	all employee groups
22	Athletics	Track clerk of the course, and/or starter, Wrestling score clock	\$50/meet	\$50/meet	
23	Athletics	Athletic supervision, score clock/time keeper/score board for cut sports, Cross Country timer	\$25/game &/or meet	\$25/game &/or meet	
24	CES	Use of Facilities Custodian/Ranger	*A11 Entry Rate	*A11 Entry Rate	all employee groups
25	CES	School Year Kids Club/After Hours Stipend for Enrollment 60-119	PC1-3 - \$1500/school year	n/a	
26	CES	School Year Kids Club/After Hours Stipend for Enrollment 120-179	PC1 -3-\$3000/school year	n/a	
27	CES	School Year Kids Club/After Hours Stipend for Enrollment 180-219	PC1 -3-\$4500/school year	n/a	
28	CES	School Year Kids Club/After Hours Stipend for Enrollment 220+	PC1 -3 - \$6000/school year	n/a	
29	CES	Youth/Adult Enrichment Revenue Share	\$30/hour (Line 2) + 40% of profits	\$30/hour (Line 2) + 40% of profits	cap of \$5000 per experience
30	CES	On Call Use of Facilities	\$1000/semester \$500/summer	\$1000/semester \$500/summer	

Line #	Department	Additional Duties	ESP Nonexempt Rate of Pay	Certified/ESP Exempt/Admin Rate of Pay	Notes
31	EMT	Emergency Management Team On-call Administrator or Leadership Assistant	n/a	\$5000/year	
32	EMT	Emergency Management Team Special Projects	n/a	\$2500/year	
33	EMT	On-Call Alarm Response & Dispatch	n/a	\$50.00/site/month	
34	EMT	On-Site Security		\$20.00/hour	
35	ESS	District Nurses: Additional Duties, IDEA Requirements	n/a	hourly rate of pay	
36	ESS	Lead Psychologist	n/a	\$1000 per year	Current full time Psychologist, lead as additional duty Full-time Lead (1.00 FTE) will not receive a Stipend. Part-time lead (.5 FTE or less) will receive a \$1000 Stipend
37	ESS	Psychologist, (IDEA Requirements or additional duties)	n/a	hourly rate of pay	
38	ESS	Psychologist: Bilingual Evaluator	n/a	\$1000/year	
39	ESS	Psychologist Intern Supervisor	n/a	\$4500/year	Per intern - First intern \$4500. additional interns \$1500 each
40	ESS	Speech Language Pathologist/Occupational Therapist: (IDEA Requirements, or additional duties)	n/a	hourly rate of pay	
41	ESS	Lead Speech Language Pathologist	n/a	\$2500/year	Full-time Lead (1.00 FTE) will not receive a Stipend. Part-time lead (.5 FTE or less) will receive a \$1000 Stipend
42	ESS	Lead Occupational Therapist	n/a	\$2000/year	
43	ESS	Speech Language Pathologist/Occupational Therapist: Supervision and Support of SLP in CF year/SLPA/COTA	n/a	\$2000/year	CF supervision is entire stipend, SLPA supervision is dependent on the SLPs FTE.
44	ESS	Speech Language Pathologist/Occupational Therapist: Bilingual Evaluator	n/a	\$1000/ year	

Line #	Department	Additional Duties	ESP Nonexempt Rate of Pay	Certified/ESP Exempt/Admin Rate of Pay	Notes
45	ESS	Language/Sign Language Interpreters or Translators	\$30.00/hour	\$30.00/hour	Virtual and electronic meetings will be paid in 30 minute increments. In person meetings will be paid in 1 hour increments.
46	ESS	Orientation and Mobility Services Specialist	n/a	\$2000/year	
47	ESS	Special Olympics Coach	n/a	\$2000/year	
48	Facilities	Athletic Field Maintenance/Lining	*A11 Entry Rate	*A11 Entry Rate	
49	Facilities	Field Irrigation	*B21 Entry Rate	*B21 Entry Rate	
50	Facilities	Grounds	*A11 Entry Rate	*A11 Entry Rate	
51	Facilities	Maintenance	*A11 Entry Rate	*A11 Entry Rate	
52	Facilities	Warehouse Worker	*A11 Entry Rate	*A11 Entry Rate	
53	IT	Technology Senior/Lead Systems Coordinator or Analyst Stipend	n/a	\$5000/year	
54	IT	Technology Special Projects Stipend	n/a	\$2250/year	
55	IT	Temporary Technology Technician	\$20.00/hour	\$20.00/hour	
56	TM	Paid Student Teacher	\$12000/year	n/a	
57	Transportation	Auto Service Worker	\$15.00/hour	\$15.00/hour	

\* [Salary Schedules - ESP](#)