Southern Lehigh

ANCILLARY ACTIVITIES WORKERS

2026-27 PAY SCHEDULE

(July 1, 2026-June 30, 2027)

Ancillary Activities Workers support various operations throughout the Southern Lehigh SD, including, but not limited to, temporary instruction, building support, and support for programmatic as well as athletic events on an as-needed basis. Accordingly, these employees are approved for hire annually and all Ancillary Activities Workers must be approved by the Board of School Directors.

Some positions listed within this document may require additional skills or credentials to perform the roles and responsibilities of a given position successfully. Please read all position-related information carefully; should you have any questions, please do not hesitate to contact the Office of Human Resources.

APPLICATION PROCESS

Candidates interested in one or more Ancillary Activities Worker positions should visit the Southern Lehigh SD Employment Portal <https://www.applitrack.com/slsd/onlineapp/> to submit an online application. Please note that paper applications are *not* accepted. Any employee offered employment must complete the required onboarding paperwork *and* submit valid/ timely state and federal clearances *prior* to the first day of onsite employment. Newly hired Ancillary Activities Workers can obtain all required onboarding paperwork and clearances by visiting the Office of Human Resources website:

- For onboarding paperwork, please select [DISTRICT WIDE] Coaches & Ancillary (Extracurricular) Workers under the tab titled "New Hire Paperwork".
- For clearances, please select Directions for Employees, Coaches, and Ancillary Workers under the tab titled "Directions for Obtaining Clearances".

Please note that Ancillary Activities Workers cannot begin work without these prerequisite documents.

WORK HOUR LIMITATIONS

- Full-time, non-exempt employees may *not* be assigned nor accept any position outlined in this document *if* such work, combined with their regular weekly working hours, exceeds 40 hours per week except as expressly approved by the Board of School Directors.
- Part-time, exempt employees may *not* be assigned nor accept any position outlined in this document *if* such work, combined with their regular weekly working hours, exceeds 29 hours per week except as expressly approved by the Board of School Directors.
- Ancillary Activities Workers may *not* be assigned nor accept any position outlined in this document *if* the sum of all work exceeds 29 hours per week except as expressly approved by the Board of School Directors.

NAME OF POSITION	2026-27 RATE	FREQUENCY	REQUIREMENTS/ NOTES
SUBSTITUTE PROFESSIONAL STAFF			
DAILY SUBSTITUTE TEACHER *(1-18 school days)*	$130.00	*per day*	*Requires PDE Certification*
EXTENDED TERM SUBSTITUTE TEACHER *(19-89 school days)* and BUILDING SUBSTITUTES *(four-day per school year)*	$200.00		
LONG TERM SUBSTITUTE TEACHER *(90+ school days)*	*per SY2024-27 SLSD-SLEA Agreement*		
SUBSTITUTE SUPPORT STAFF			
SUBSTITUTE NURSE (NON-CERTIFICATED)	$23.90	*per hour*	*Requires RN, First Aid, and CPR licensures.*
SUBSTITUTE INSTRUCTIONAL ASSISTANT	$17.80		*Requires ASSOC or at least 60 (semester) credits.* *A* SUBSTITUTE INSTRUCTIONAL ASSISTANT *working 70+ days in place of a regular employee will be paid the regular* INSTRUCTIONAL ASSISTANT *rate of pay.*
SUBSTITUTE SECRETARY	$17.80		
SUBSTITUTE CUSTODIAN	$17.20		
SUBSTITUTE BUS MONITOR (PROGRAMMATIC)	$16.50		
SUBSTITUTE FOOD SERVICES WORKER	$14.00		
SUBSTITUTE LUNCH ROOM MONITOR	$12.00		
SEASONAL SUPPORT STAFF (SUMMER)			
CUSTODIAN/ MAINTENANCE WORKER	$13.00	*per hour*	*Student workers preferred.*
PROGRAMMING			
DANCE CHAPERONE	$100.00	*per event*	*Internal candidates preferred*
DETENTION MONITOR PSAT (AP) PROCTOR	$57.29	*per hour (SY2026-27 SLSD-SLEA Extra Instruction Rate)*	*Internal candidates preferred*
PSAT (AP) ASSISTANT PROCTOR	$17.80	*per hour*	*Internal candidates preferred*
SPEECH & DEBATE JUDGE	$65.00	*per event*	*Internal candidates preferred*
MS E-SPORTS	$2,973.00	*stipend (one-time)*	*Internal candidates preferred*
PLANNED EXTRACURRICULAR ACTIVITIES FOR KIDS (PEAK)	$71.66	*per 90mins. (SY2026-27 SLSD-SLEA Intramural Rate)*	*Internal candidates preferred*
PERFORMANCE			
HS ASSISTANT (SHOW) DIRECTOR, PLAY/ MUSICAL	$2,000.00	*stipend (one-time)*	*May be contracted*
HS CHOREOGRAPHER, MUSICAL	$2,500.00		
MS MUSICAL DIRECTOR	$2,000.00		
HS MUSICAL (VOCAL) DIRECTOR	$1,750.00		
HS MUSICAL (ORCHESTRA) DIRECTOR	$1,750.00		
LIGHTING DESIGNER (TECH), PLAY/ MUSICAL	$1,500.00		
SOUND DESIGNER (TECH), PLAY/ MUSICAL	$1,500.00		
SET DESIGNER, PLAY/ MUSICAL	$1,500.00		
LIBERTY TRAILS			
CAMP LEADER	$900.00	*stipend (one-time)*	*Requires BACH or higher; PDE certified preferred.*
CAMP TEACHER	$650.00	*per week*	*Requires BACH or higher; PDE certified preferred. Can serve as* CAMP LEADER *and* CAMP TEACHER *(both stipends).*
CAMP NURSE	$23.90	*per hour*	*Requires RN, First Aid, and CPR licensures.*
CAMP INSTRUCTIONAL ASSISTANT/ IA SUBSTITUTE	$17.80	*per hour*	*Requires ASSOC or at least 60 (semester) credits.*
CAMP TEACHER SUBSTITUTE	$130.00	*per day*	*Same qualifications as* CAMP TEACHER.

NAME OF POSITION	2026-27 RATE	FREQUENCY	NOTES
ATHLETICS			
MANAGEMENT			
ASSISTANT TO THE ATHLETIC DIRECTOR	$4,200.00	*stipend (one-time, per season)*	*Internal candidates preferred.*
SITE / STAGE MANAGER	$57.29	*per hour (SY2026-27 SLSD-SLEA Extra Instruction Rate)*	*Position is related to the management of District facilities and location when rented by outside users; internal candidates preferred.*
EVENT MANAGERS			
SINGLE EVENT MANAGER *(<4 hours)*	$70.00	*per event*	*Position serves in the absence of the Athletics Director or Assistants to the Athletics Director and is in charge of District league and sporting events; internal candidates prefered.*
DOUBLEHEADER EVENT MANAGER	$105.00		
TOURNAMENT EVENT MANAGER *(8 hrs)*	$200.00		
SUBSTITUTE BUS MONITOR (ATHLETICS)	$11.60	*per hour*	
ATHLETIC EVENT WORKERS			
FOOTBALL (VARSITY)			
REVENUE MANAGER	$60.00	*per event*	
TICKET SELLER/TAKER	$49.00	*per event*	
FOOTBALL (NON-VARSITY), SOCCER, FIELD HOCKEY, LACROSSE, VOLLEYBALL			
STATISTICIAN (FOOTBALL)	$600.00	*stipend (one-time, per season)*	
ANNOUNCER	$48.00	*per event*	
TICKET SELLER/TAKER (1 GAME)	$39.00	*per event*	
TICKET SELLER/TAKER (2 GAMES)	$55.00	*per event*	
TIMER/CLOCK/SCORER (1 GAME)	$39.00	*per event*	
TIMER/CLOCK/SCORER (2 GAMES)	$55.00	*per event*	
BASKETBALL & WRESTLING			
ANNOUNCER	$48.00	*per event*	
TICKER SELLER/TAKER (1 GAME)	$39.00	*per event*	
TICKER SELLER/TAKER (2 GAMES)	$55.00	*per event*	
TIMER/CLOCK/SCORER (1 GAME)	$39.00	*per event*	
TIMER/CLOCK/SCORER (2 GAMES)	$55.00	*per event*	
CROSS COUNTRY & TRACK			
STATISTICIAN & MEET MANAGER (TRACK)	$600.00	*stipend (one-time, per season)*	
ANNOUNCER	$48.00	*per event*	
ANNOUNCER - TRI-MEET	$57.00	*per event*	
FIELD HELPER – DUAL MEET	$46.00	*per event*	
FIELD HELPER – TRI MEET	$55.00	*per event*	
HY-TECH MEET MANAGER	$49.00	*per event*	
HY-TECH MEET MANAGER – TRI MEET	$57.00	*per event*	
BASEBALL & SOFTBALL			
ANNOUNCER	$48.00	*per event*	
TICKET SELLER/TAKER	$39.00	*per event*	
TIMER/CLOCK/SCORER	$39.00	*per event*	
SWIMMING & DIVING			
ANNOUNCER	$48.00	*per event*	
TIMER/CLOCK/SCORER *(2 GAME due to meet length)*	$55.00	*per event*	
HY-TECH MEET MANAGER	$49.00	*per event*	