

Wage Schedule

NON-EXEMPT (HOURLY) STAFF NOVICE PAY/ BASE PAY

Novice pay is the starting hourly rate. After six months of employment and a performance evaluation by the immediate supervisor indicating knowledge of tasks, training opportunities, and performance satisfaction, a recommendation can be made for a raise to base pay.

Reduced Benefit option allows an employee to voluntarily elect to receive a higher wage in lieu of reduced benefits as identified in Handbook, Part III

Benefit Opt Out option allows employees to voluntarily elect to receive a higher wage in lieu of benefits as identified in Handbook, Part III

Employee Group	Novice Pay	Base Pay	Reduced Benefit Option	Benefit Opt Out
Maintenance	\$15.00	\$15.25	\$18.25	\$22.25
Custodians	\$12.00	\$12.25	\$15.25	\$19.25
Housekeeping	\$10.00	\$10.25	\$13.25	\$17.25
Food Service – Cooks	\$10.10	\$10.35	\$14.50	\$19.25
Instructional Aides *	\$10.10	\$10.35	\$14.50	\$19.25
Media Aides	\$10.20	\$10.45	\$14.60	\$19.35
Secretaries	\$10.20	\$10.45	\$14.60	\$19.35
Non-benefit Positions (<30 hours)	\$14.00	\$14.50		

* Instructional Aides that possess a valid Wisconsin Teaching License shall be compensated an additional \$5.00/per hour based on pay scale.

Colby School District

Teacher Substitute Pay Schedule

CATEGORY	WAGE
Short-Term Per Diem Substitute (School Lunch Included)	\$125/Day
AFTER 20 Days (In a School Year)	\$135/Day
AFTER 40 Days (In a School Year)	\$145/Day
Long-Term Per Diem Substitute (If employee works more than ten (10) days in the same position, then the long-term rate applies beginning with the first day, unless the nature of the assignment is known in advance, in which case payment will begin on first day.)	\$203.95/Day \$172.87/Day
6 th -12 th Grade Teacher Substituting in a Classroom	\$13.50 \$12/1-30 Minutes \$27 \$24/31-60 Minutes
PreK-5 th Grade Teacher Substituting in a Classroom* *Teacher doubles up classrooms with additional students for staff absences when a sub is unavailable.	\$27 \$24/More than 30 Minutes \$54 \$48/More than 4 Hours
Homebound or Alternative Site Instruction	\$27 \$24/Hour
Voluntary Assignment During Lunch Period	\$18/Hour

COLBY SCHOOL DISTRICT

Extra Duty Wage Schedule

Carl Perkins Staff Coordinator	\$ 473.00
Chemical Hygiene Coordinator	\$ 685.00
Steering Committee - Elementary, MS, HS	\$ 514.00
Substitute Caller Grades K-4	\$1,654.00
Substitute Caller Grades 5-12	\$2,205.00
Sustainability Coordinator	\$ 652.80
Teacher Mentors	\$ 536.00
Wellness Coordinator	\$ 685.00
Instructional Technology District Coordinator	\$2,500.00
Instructional Technology High School, Middle School, or Elementary Support	\$1,500.00
After School Study Club Coordinator	\$1,000.00
Teacher Overload Assignment	\$1,500 \$1,050/semester
Curriculum Study	\$ 12.50 per hour
Summer School	\$27.00 \$ 24.00 per hour
ESEA Grant Planning and Writing	1% of Allocation
Fiscal Grant Management	1% of Allocation
IEP Translation	Regular Rate of Pay w/OT as applicable (Hourly Staff)
Weight Room Supervision	\$27.00 \$ 24.00 per hour (Certified Staff) Regular Rate of Pay w/OT as applicable (Hourly Staff)
Detention	\$27.00 \$ 24.00 per hour (Certified Staff) Regular Rate of Pay w/OT as applicable (Hourly Staff)
LEA Rep. for IEP Meetings	\$27.00 \$ 24.00 per hour (Certified Staff) AND Approval of SPED Director
Study Team	\$27.00 \$ 24.00 per hour (Certified Staff) Regular Rate of Pay w/OT as applicable (Hourly Staff)
Translation for PT Conferences	\$11.00 per hour (Sub Rate)
Event Supervisor (Crowd Control)	\$38.00 per event
Ticket Takers, Ticket Sellers, Timers, Scorekeepers, Yard Keepers, Down Keepers (per athletic event)	\$28.00 per event
Athletic Announcer/Media Specialist	\$ 750.00
Chaperones (for any approved bus trip at a time other than during regular school hours)	\$ 20.00 per trip for 0 – 60 miles \$ 25.00 per trip for over 60 miles \$ 50.00 for any overnight trip**
** Does not apply to advisors/coaches already compensated through extra-curricular Letters of Appointment.	

COLBY SCHOOL DISTRICT

Seasonal Employee Wage Schedule

	First Season of Employment	Third Season of Employment	Fifth Season of Employment	Seventh Season of Employment
Custodial	\$10.00/Hour	\$10.25/Hour	\$10.50/Hour	\$10.75/Hour
Lifeguard*	\$11.50/Hour	\$12.00/Hour	\$12.50/Hour	\$13.00/Hour
Summer Recreation Community Ed.**				
Licensed Teacher	\$27 \$24/Hour	\$28 \$25/Hour	\$29 \$26/Hour	\$30 \$27/Hour
Non-Licensed	\$14-20/Hour	\$15-21/Hour	\$16-22/Hour	\$17-23/Hour
Summer CTE Maintenance ***	\$27 \$24/Hour	\$28 \$25/Hour	\$29 \$26/Hour	\$30 \$27/Hour

* Lifeguards must hold proper certification and be eligible for a work permit.

Selection and scheduling of lifeguards shall be based on a priority order utilizing the following criteria (similar to Part III, Section 3.03 (C) 2d).

1. Date of hire.
2. When date of hire is the same, the lifeguard with greater certifications.
3. When hire date and certifications are the equal, the lifeguard with the greatest length of service.

** Wage Based on **required** Education/Licensure in content instructing. Wage may be adjusted to align with class enrollment.

*** Must meet qualifications as specified in the job description.