

**GLASSBORO PUBLIC SCHOOLS  
GLASSBORO, NEW JERSEY**

Miscellaneous Pay Rate  
Effective – July 1, 2014

Teacher Assignments*	36.00 per hour
Guidance Counselor*	37.80 per hour
Summer Curriculum/Workshop/Nurse*	36.00 per hour
Principal-Summer/Alternative Evening School*	39.60 per hour
Assistant Principal-Summer/Alternative School*	38.60 per hour
Teacher's Aide (Summer)*	13.99 per hour
Security (Summer)*	10.24 per hour
CST Case Evaluation	250.00 per case
Occupational/Physical Therapy & Speech*	55.25 per hour
Substitute Nurse	175.00 per day
Substitute Bus Driver/Mechanic	
Bus Driver	17.50 per hour
Mechanic	25.00 per hour
Substitute Transportation Aide	13.50 per hour
Substitute Security Aide	8.75 per hour
Substitute Housekeeper/Custodian/Grounds/Maintenance	
Housekeeper	9.75 per hour
Custodian	12.00 per hour
Grounds	10.00 per hour
Maintenance	15.00 per hour

\* Increase from prior year

GLASSBORO SCHOOL DISTRICT  
Miscellaneous Pay Rate Expenses  
June 17, 2014

Attached is a summary of expenses pertaining to the use of Miscellaneous Pay Rates for the 2011-12 and 2012-13 school years.

The recommended pay rates proposed for 2014-15 are increased in the following categories so as to align with the collective bargaining agreement:

Teacher Assignments  
Guidance Counselor  
Summer Curriculum/Workshop/Nurse  
Teacher's Aide  
Security

The following positions are increased as a result of increasing the positions above. These positions are managerial and are typically not to be lower than the employees being supervised, above.

Principal – Summer/Alternative School  
Assistant Principal – Summer/Alternative School

The balance of the positions either are not being increased or are being eliminated as a result of the Source 4 Teachers Agreement.

The use of the Miscellaneous Pay Rate schedule is necessary in order to pay consistent rates of pay for like assignments. In addition, the use of these rates is required in order to provide rates of pay that are not addressed in any collective bargaining agreement.

Utilizing a per diem rate for those positions where a per diem rate exists would not be advantageous to the school district if the per diem rate was in correlation with the teacher's salary guide. For example, teacher's guide BA – Step 1 provides for a salary of \$46,855 and the \$36/hour would equal \$45,360 annually. The balance holds true for the remainder of positions where a per diem rate exists. However, if the per diem rate could be established far below the teacher's guide BA – Step 1, then using a per diem rate could be considered, and assuming that there is no resistance.

The Miscellaneous Pay Rate Schedule Rates for 2014-15 are recommended, however the final rates of pay are ultimately established by the Superintendent and Board.