

2021 Non-Instructional and Confidential Salary Schedule for Substitutes

NON-INSTRUCTIONAL and CONFIDENTIAL SUBSTITUTES- hourly rate

Food & Nutrition Substitute	\$10.00
Bus Operator Substitute	\$10.50
Wellness Substitute	\$10.05
Custodial Substitute	\$10.00
Bus Attendant Substitute	\$10.00
Clinic Substitute	\$10.00
Clerical Substitute	\$10.00

• In the event that a Bargaining Unit Member of HUSW substitutes for an absent teacher, the Bargaining Unit Member shall be paid, while covering for the absent teacher, at their base rate of pay plus \$5.50 for the first complete hour. Time worked beyond one hour will be paid in increments of fifteen (15) minutes (or $\frac{1}{4}$ hour) based on an hourly rate of their base pay plus \$5.50.

**Effective September 30, 2021 Minimum Wage Rate increased to \$10.00 per hour. And will increase \$1.00 per hour each year thereafter until the year 2026 when minimum wage will be \$15.00 per hour:

\$11.00 on September 30, 2022

\$12.00 on September 30, 2023

\$13.00 on September 30, 2024

\$14.00 on September 30, 2025

\$15.00 on September 30, 2026

Beginning in 2027, the minimum wage will be adjusted annually for inflation.

Revised: 9/13/2021