

**NORTHFIELD PUBLIC SCHOOLS  
SUBSTITUTE PAY**

Effective July 1, 2019

|   |                                 |   |
|---|---------------------------------|---|
| Teachers – Elementary & Secondary   | Up to 1 hour                    | \$25.00   |
|   | Over 1 hour up to ½ Day         | \$62.50   |
|   | Full Day                        | \$125.00  |
|   | <i>(maximum - \$125.00/day)</i> |   |
| Substitute Educational Assistants   |                                 | \$15.00/hour  |
| Substitute Child Nutrition Associates   |                                 | \$14.56/hour  |
| Substitute Student CNA  |                                 | \$9.86* (through 12/31/19)<br>\$10.00* (beginning 1/1/20) |
| Substitute Clerical   |                                 | \$15.00/hour  |
| Substitute Retired Clerical/Confidential  |                                 | \$19.64/hour  |
| Substitute Custodian  |                                 | \$15.00/hour  |
| Substitute Retired Custodian  |                                 | Step 1 of Custodian Agreement                             |
| Substitute Nurse  |                                 | Step 1 of Nurse Agreement                                 |
| Long-term substitute Clerical, Custodian<br>or Educational Assistant – more than 10<br>consecutive days for the same employee |                                 | Step 1 of Appropriate Agreement                           |

\* *Tied to MN Minimum Wage rate of pay.*

