

**Hourly Employees Request (9/24/14)**

Would it be possible to share information on some of your hourly employees so we can conduct an analysis of our current compensation plan.   A number of these positions we all share some challenges in recruiting and retaining staff.   These positions are all TPS staff members and are not sub contracted.   They are all employed when and as needed unless otherwise noted.  If you can indicate whether you employ or sub out these positions it would also be helpful.

Substitute Secretaries

Substitute Paraprofessionals

Paraprofessionals (employed on a daily basis)

Sign Language Interpreters

I sincerely thank you for your time and assistance during this busy time of year.  Information regarding Toledo Public Schools is listed below.

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|  | **Contact** | **Substitute Secretaries** | **Substitute Paraprofessionals** | **Paraprofessionals** | **Interpreters** |
| **Akron** | Kathy McVey | $11.25/hr | $9.66/hr | $12.69/hr, $13.29/hr with associates degree, $13.59/hr with bachelor’s  Hire paraprofessional educational asst. through sub pool.  Para educational asst receive full-time benefits.  They receive step increases up to $16.49 per hour. | Earn $30,153.74 annually with an associate degree and receive step increases up to $43,534.64 annually.   With bachelor’s degree, earn $41,425.24 annually and receive step increases up to $56,384.19. |
| **Canton** | Barb Maceyak | As needed.  $7.95/hr | As needed  $7.95/hr | $9.31/hr - $17.52/hr  Part of the OAPSE union | $17.52/hr - $21.79/hr  Part of the OAPSE union |
| **Cincinnati** | Paul McDole | As needed- $13.76/hr | As needed- $14.54-15.45/hr | $14.54-15.45/hr w/benefits | $24.58-26.66 w/benefits at .6 FTE or greater |
| **Cleveland** |  |  |  |  |  |
| **Columbus** | Victoria Frye | Yes | Yes | Yes | Yes but very limited |
| **Dayton** | Kennyatta Mays | When & as needed.  4-8hrs/day 5 days/wk  $8.68/hr | When & as needed  6.5 – 7.25 hrs/day 5days/wk  $9.65/hr | Out of sub-para ranks  Member of TFT  $11.77/hr - $15.81/hr plus full benefits  2 scales for bus and classroom paras | Hired into full positions (Mbr of TFT)  7.25/day 5days/wk  $16.33/hr - $27.50/hr plus full benefits  Additional $.75 when nationally Cert. |
| **Toledo** | Stacey Scharf | When & as needed.  7.5hrs/day 5 days/wk  $8.45/hr | When & as needed  5-6.5hrs/day 5days/wk  $8.45/hr | Out of sub-para ranks  Member of TFT  $12.36/hr - $15.63/hr plus full benefits  Additional $2.93/hr if have degree and fully licensed | Hired into full positions (Mbr of OAPSE)  OR substitutes  5-7hrs/day 5days/wk (both)  $12.36/hr - $15.63/hr plus full benefits (both) |
| **Youngstown** | Karen Green | As needed.  7.5hrs/day  Not to exceed 25hrs/wk  $8.32/hr | As needed.  7.5hrs/day  Not to exceed 25hrs/wk  $7.95/hr | Hired in as Full-time  $11.24/hr - $13.87/hr  Assoc. Degree: $12.19 - $13.87 | Hired in as Full-time  $17.48/hr - $19.28 /hr |

**INFORMATION for TPS:**

**Substitute Secretaries** - Employed when and as needed but we work sub secretaries typically 7.5 hours a day 5 days a week.   Wage:  $8.45 an hour.

**Substitute Paraprofessionals** - Employed when and as needed but we work sub paras typically 5-6.5 hours a day depending on the assignment 5 days a week.  Wage:  $8.45 an hour.

**Paraprofessionals** - Once hired in as a paraprofessional typically out of the sub para ranks, they are full employees of the district and are members of the Toledo Federation of Teachers    Wages:  $12.36 hr to $15.63 hr plus full benefits

**Interpreters** - We typically hire interpreters into full positions.  However, even if hired as a sub they receive the same wages.  A fully hired interpreter are members of the Toledo Federation of Teachers and will work a five day a week schedule anywhere from 5-7 hours a day.   Subs work the same number of hours are employed when and as needed but will work typically five days a week with few exceptions.

Wages:  $12.36 hr to $15.63 hr plus full benefits

Interpreters who have a degree and are fully licensed receive an additional $2.93 per hour

**INFORMATION for DPS:**

**Substitute Secretaries** - Employed when and as needed but we work sub secretaries typically 4 or 8 hours a day 5 days a week. Wage: $8.68 an hour.

**Substitute Paraprofessionals** - Employed when and as needed but we work sub paras typically 6.5 or 7.25 hours a day depending on the assignment 5 days a week. Wage: $9.65 an hour.

**Paraprofessionals** - Once hired in as a paraprofessional typically out of the sub para ranks, they are full employees of the district and are members of the Toledo Federation of Teachers Wages: $11.77 hr to $15.81 hr plus full benefits. There are 2 scales for bus and classroom paras.  The scale provided includes the bottom for the bus para and the top of the classroom para.

**Interpreters** - We typically hire interpreters into full positions. A fully hired interpreter are members of t OAPSE and will work a five day a week schedule anywhere from 7.25 hours a day. Wages: $16.33 hr to $27.50 hr plus full benefits. An additional .75 per hour is paid once they become nationally certified. The contract does not speak to sub employees and we do not employ any at this time.

**Staffing Information for Canton City Schools:**

Substitute Secretaries – Employed on an as needed basis for $7.95 per hour.

Substitute Paraprofessionals – Employed on an as needed basis for $7.95 per hour.

Paraprofessionals – The wage depends upon the position. The wage ranges from a starting rate of $9.31 - $17.52 per hour. These employees are part of the OAPSE union.

Interpreters – The wage for this position starts at $17.52 per hour and goes to $21.79 per hour. These employees are part of the OAPSE union.