



## **Kentfield School District**

**Objective:** ITEM I.1.a. Consider the approval of the adjusted Classified Substitute rate of pay for the 2021-22 school year.

**LCAP/Strategic Plan Goal Alignment:** LCAP Goal 2 Strategic Plan Goal - Staff

**Background:**

Annually staff shall review and update the classified substitute rate of pay to ensure with current KSD classified rates and compliance with state minimum wage requirements. As Adjustments are made, KSD employees should receive the commensurate rate of pay for substitute service.

**Recommendation:**

Staff recommends the approval of adjusting the rate of pay for KSD paraprofessionals who hold a valid certificated credential who substitute for a certificated teacher. The rate adjustment is from \$25.00 to \$31.67 per hour, based on the current KSD certificated substitute rate.

**Kentfield School District**  
**Classified Support & Substitute Salary Schedule**  
**2021 - 2022**

POSITION	ASSOCIATED CLASSIFIED SALARY SCHEDULE STEP AND COLUMN	HOURLY RATE
Attendance Assistant	2A	Hourly Rate: \$17.21
Classroom Paraprofessional	8A	Hourly Rate: \$19.93
District Office Support*	10A	Hourly Rate: \$20.91
School Office Support*	2B	Hourly Rate: \$18.08
ESY Summer School Support		Hourly Rate: \$25.00
Maintenance		Hourly Rate: \$18.00
Noon Duty*		Hourly Rate: \$15.00
Para Educator – RSP	13D	Hourly Rate: \$26.01
Provisional Nurse Support	15A	Hourly Rate: \$23.58
Substitute Custodian**		Hourly Rate: \$15.00
Entry Summer Custodian		Hourly Rate: \$16.26
Summer Technology Support		Hourly Rate: \$15.00

*2021 CA minimum wage: \$14.00/hour*  
*2022 CA minimum wage: \$15.00/hour*

\*Regular Employees performing Noon Supervision or Classified Support will be paid at their regular hourly rate, based on the current salary schedule.

\*\*Summer Support – 2.5% rate increase effective 07/01/2020.

Paraprofessionals holding a valid certificated credential who substitutes for a certificated teacher will be paid at \$31.67 per hour. If substituting during regular assigned hours, paraprofessional wages will be reduced accordingly.

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Raquel Rose, Superintendent