

Buffalo-Hanover-Montrose Schools
2026-2027 SCHOOL YEAR RATES

Effective 08/31/2026

SUBSTITUTE

Substitute Nutrition Services \$ 18.50/hr

Substitute Custodian \$ 18.50/hr

Substitute ESP \$ 18.50/hr

Substitute Clerical \$ 18.50/hr

- *Substitute non-licensed staff who have retired from the district receive an additional \$1.00 per hour. Rates may be adjusted for former employees or due to longevity.*

Substitute Teacher (full day) \$ 190/day or \$92.50/half-day (days 1-20)
\$ 200/day or \$97.50/half-day (days 21-40)
\$ 210/day or \$102.50/half-day (days 41-60)
\$ 220/day or \$107.50/half-day (days 61+)

- *Long term substitute teachers (31 consecutive school days or longer) will be placed on the salary schedule according to the Teacher Master Agreement.*

Substitute ECCE Teacher \$ 24.00/hr

Substitute ECCE Assistants \$ 18.00/hr

HOMEBOUND INSTRUCTION \$ 38.00/hr

TRANSLATOR \$ 26.00/hr

AVID TUTOR \$ 20.00/hr

ACTIVITY TICKET TAKERS/CONCESSIONS \$ 18.00/hr

EVENT WORKER FOOTBALL/MUSIC/ARTS \$ 22.91/hr

MIDDLE SCHOOL OFFICIALS & UMPIRES \$ 60.00 per event

MILEAGE REIMBURSEMENT According to IRS Guidelines

Community Education Level 1 Non-affiliated Employees							2026-27
Effective August 31, 2026 to August 30, 2027							
KID KARE	LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assistant	Level I	\$ 15.30	\$ 15.47	\$ 16.12			
Supervisor	Level I	\$ 18.31	\$ 19.30	\$ 19.91	\$ 20.62	\$ 20.89	\$ 21.85
Lead Supervisor	Level II		\$ 22.59				
AQUATICS	LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lifeguard	NA	\$ 15.30	\$ 15.47				
Head Lifeguard (18+ Years)	NA	\$ 15.81	\$ 16.32				
Swim Instructor	Level I	\$ 19.76	\$ 21.03				
SUPERVISION	LEVEL	Step 1	Step 2				
Building Supervisor	Level I	\$ 16.48	\$ 17.51				
Recreation Supervisor	Level II	\$ 20.23	\$ 20.87				
ECFE	LEVEL	Step 1	Step 2	Step 3	Step 4	Step 5	
Assistants	Level I	\$ 18.31	\$ 19.30	\$ 19.91	\$ 20.29	\$ 20.56	
Longevity 6-10 \$ 0.65						\$ 21.21	
Longevity 11-15 \$ 0.78						\$ 21.34	
Longevity 16+ \$ 1.18						\$ 21.74	
*ECFE Assistants will be paid above rates beginning with August back-to-school staff week							
INSTRUCTORS	LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Tutoring	NA	\$ 34.19					
Adults with Disabilities	NA	\$ 18.31	\$ 19.30				
NOTES							
Community Ed Enrichment/Recreation Instructors-							
Individually negotiated contract based on percentage of fees or special considerations							
Temporary Jobs - As determined by the Director of Community Education							