

Orange County Public Schools
HOURLY PAY RATES (Non-benefitted)
Effective August 2, 2023

JOB TITLE	HOURLY RATE
Adult Education	
GED Alternate Examiner	\$15.00
General Assistant Hourly - CTE	\$15.00 - \$16.00
Fee Supported Community Workforce Education Instructional	\$25.00
	\$30.00
Orange Technical College Work Study Student Hourly	\$15.00
Districtwide	
Secretary Hourly	\$15.00
Work Study Student Hourly	\$15.00
Custodian, Hourly	\$15.00
Technical Consultant, Hourly	\$30.00
Intern/Psychological	\$15.00
Intern	\$15.00
General Assistant Hourly (<i>Only for non-school clerical roles</i>)	\$15.00
Classified Professional Development - Must be approved by the Compensation Department	\$15.00
Information Technology	
Computer Operator	\$15.00
Data Entry Operator	\$15.00
Programmer (min. 2-3 yrs. exp)	\$16.00
Programmer/Analyst Hourly (min. 2-3 yrs. exp)	\$21.75
Programmer/Analyst Hourly (min. 4-7 yrs. exp)	\$25.75
Programmer/Analyst Hourly (min. 8 yrs. exp)	\$30.00
Systems Programmer	\$17.50
Schools	
School Assistant (<i>Only use at schools</i>)	\$15.00
Substitute School Food Service Manager	\$20.00 - \$35.00
Summer Food Site Monitor I (Manager)	\$16.00
Summer Food Site Monitor II (Manager)	\$18.00
Summer Food Site Monitor III (Manager)	\$20.00
Food Service Administration Hourly (Driver)	\$15.00
Summer Site Supervisor	\$15.00
Summer Central Kitchen Assistant	\$15.00
Food Service Intern	\$15.00
Substitute School Food Service Assistant	\$15.00
Supper Program, Food Service Assistant I	range
Supper Program, Food Service Assistant II	range
Supper Program, Food Service Assistant III	range
Supper Program, Food Service Assistant Lead	range
Field Maintenance Hourly	\$15.00
Media Center Ext Hourly	\$15.00 - \$22.00
Summer Custodian	range
Summer Program Assistant, Certified	range
ESY Summer Program Assistant, Certified	\$25.00
ESY Summer Ed Para, Certified	\$20.00

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JOB TITLE	HOURLY RATE
Schools (continued)	
Summer Ed Para, Exceptional Ed, Certified	range
Summer Ed Para, Severely Handicapped, Certified	range
Summer Ed Para, Bilingual, Certified	range
Summer Ed Para, Basic, Certified	range
Summer Ed Para, Basic, Other, Certified	range
Summer Instructor - must obtain compensation's approval	range
Summer LPN	range
Summer School Health Assistant	range
Non-Faculty Coach	Supplement
Curriculum Activities	\$15.00
Transportation	
Bus Operator Hourly (Trainee)	\$15.00
Bus Operator Hourly (Trainee - Not Primary)	\$15.00
Bus Operator Hourly (Post Training)	range
Bus Operator Hourly (Post Trainee - Not Primary)	range
Bus Monitor, Hourly	\$15.00
Special Programs	
Mental Health Counselor, HRLY	\$30.00
Speech Therapist, HRLY	range
Early Intervention, HRLY	range
Early Intervention, HRLY	range
Early Intervention, HRLY	range
Activity Bus Driver Hourly	\$15.00 - \$22.00
After-School Activities (Not Extended Day)	\$15.00 - \$22.00
Extended Day (ES)	\$15.00
Project Administration Assistant Hourly (project-funded)	\$15.00
Tutor, ND NC (Non-degreed, Non-Certified)	\$15.00
Tutor***	\$22.00
Tutor (Algebra I)****	\$25.00
Tutor, Degreed & Non-certified, Hourly	\$16.50
Tutor, Degreed & Certified, Hourly	\$30.00
Saturday School (Lesson Plans Required)	\$45.00
Acceleration Program (A&O, Title I or ESSER)	\$35.00
Spring Break Camp	\$35.00
Project Administration (Instructional Only)	\$15.00 - \$22.00
21st Century Grant, Hourly	
Project Director, Hourly (21st CCLC Schools Only) ³	\$25.00
Site Coordinator, Hourly (21st CCLC Schools Only) ³	\$22.00

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Part-Time Instructional Hourly	
Technical Adult Instructor PT	\$25.00
Technical Vocational Instructor PT ⁴	\$25.00
	\$30.00
Hosp/Homebound Acad Adult PT - Other Prof Hourly	\$22.00
Technical Academic Support PT	\$25.00
Professional Development Trainer Hourly	\$30.00
Parent Involvement Presenter	\$30.00
Other Professional Hourly (Bachelor's)	\$18.00
Other Professional Hourly (Master's)	\$19.50
Technical Assistant/Advisor PT	\$25.00
Hourly Classroom Instructor (Bachelor's) ¹	\$20.00
Hourly Classroom Instructor (Master's) ¹	\$21.00
Resource Teacher, HRLY	range
Night Coordinator Hourly - High School (Bachelor's)	\$18.00
Night Coordinator Hourly - High School (Master's)	\$19.50
Night Coordinator Hourly - Career and Tech Ed	\$25.00
Common Planning ⁵	\$25.00
Common Planning (General Fund) ⁵	\$25.00
Curriculum Writing Team/Textbook Adoption	\$25.00
Professional Development Attendee	\$20.00
Facilities Use	
Facilities Use Instructional	\$25.00
Facilities Use School FS Manager (Catering)	\$21.00
Facilities Use Classified ²	\$16.66
<p>¹ Use of this position must be approved by Area Superintendent and Chief of Staff</p> <p>² This Facilities Use role is the point person responsible for the event (outside group with a facilities use agreement) held at the school. If a classified employee is performing <u>only his regular duties for the event</u>, the employee would not need to be worked in the second job code, but in his current job code at the current rate and receive overtime for any hours over 40 in a work week. Teachers must be given the option to work the event first.</p> <p>³ The 21st Century Community Learning Centers (CCLC) positions are only to be used for the schools under this grant: Catalina Elementary, Memorial Middle, Oak Ridge High, Palmetto Elementary, Ridgewood Park Elementary, Wheatley Elementary, and Zellwood Elementary</p> <p>⁴ Level determined by Compensation and CTE leadership based on Critical Industry Specialty Skills.</p> <p>⁵ A voluntary position to develop collaborative lesson plans across teams to review data and plan for differentiated instruction. The product is a lesson plan.</p> <p>*** For the 2022/2023 School year must be actively enrolled college student.</p> <p>****Can only be assigned to Middle or High Schools. Candidates may be a current student at any college/university or have received a degree previously from a college/university.</p>	