

**2018-19 Sub & Hourly Pay Rates
- FOR BUDGET PLANNING ONLY -**

PEA Base Salary:	\$ 50,073	
Cert 1.0 FTE	\$ 113,000	<i>Yearly Average Salary w/ Benefits (Includes 5 Supplemental Days and 2 Pro Dev Days)</i>
FICA/Medicare:	0.0765	
Industrial Insurance Low Risk:	0.3449	
Industrial Insurance High Risk:	1.8433	
Retirement-TRS:	0.1541	
Retirement-SERS:	0.1358	
HCA	853.00	
Medical Allocation	10,128.00	

PEA PROFESSIONAL HOURLY RATE	
38.06	Base/Hour (.076% of Base Salary)
2.91	FICA/Medicare
0.34	Industrial Insurance
5.86	Retirement
47.18	Base w/ Benefits

PEA PRESENTATION HOURLY RATE	
47.57	Base/Hour (1.25 times Professional Rate)
3.64	FICA/Medicare
0.34	Industrial Insurance
7.33	Retirement
58.88	Base w/ Benefits

PEA ACTIVITY HOURLY RATE	
19.03	Base/Hour (50% of Professional Rate)
1.46	FICA/Medicare
0.34	Industrial Insurance
2.93	Retirement
23.76	Base w/ Benefits

PARA LEVEL 1 HOURLY RATE (For Extra Hourly Planning Purposes)	
19.78	Base/Hour (Average Level 1 Para)
1.51	FICA/Medicare
0.34	Industrial Insurance
2.69	Retirement
24.32	Base w/ Benefits

PARA LEVEL 2 HOURLY RATE (For Extra Hourly Planning Purposes)	
20.84	Base/Hour (Average Level 2 Para)
1.59	FICA/Medicare
0.34	Industrial Insurance
2.83	Retirement
25.60	Base w/ Benefits

PARA LEVEL 3 HOURLY RATE (For Extra Hourly Planning Purposes)	
21.47	Base/Hour (Average Level 3 Para)
1.64	FICA/Medicare
0.34	Industrial Insurance
2.92	Retirement
26.37	Base w/ Benefits

SUB SIGN LANGUAGE INTERPRETER HOURLY RATE	
27.58	Base/Hour (PESPA level 6, step 1)
2.11	FICA/Medicare
0.34	Industrial Insurance
30.03	Base w/ Benefits

SUB SIGN LANG INTERPRETER - Extra ADA Work HOURLY RATE <i>(PESPA Schedule A and CBA §14.10.1.2.)</i>	
45.00	Base/Hour
3.44	FICA/Medicare
0.34	Industrial Insurance
48.78	Base w/ Benefits

SUB PARA HOURLY RATE	
17.21	Base/Hour (PESPA level 1, step 1)
1.32	FICA/Medicare
0.34	Industrial Insurance
18.87	Base w/ Benefits

SUB LPN HOURLY RATE	
27.58	Base/Hour (PESPA level 6, step 1)
2.11	FICA/Medicare
0.34	Industrial Insurance
30.03	Base w/ Benefits

REGULAR SUB - FULL DAY	
151.22	Base (.302% of PEA Base Rate)
11.57	FICA/Medicare
2.59	Industrial Insurance
165.38	Base w/ Benefits

SENIOR SUB - FULL DAY	
155.76	Base (103% of Regular Sub Rate)
11.92	FICA/Medicare
2.59	Industrial Insurance
170.26	Base w/ Benefits

REGULAR SUB - HALF DAY	
81.66	Base (54% of Full Day)
6.25	FICA/Medicare
1.38	Industrial Insurance
89.29	Base w/ Benefits

SENIOR SUB - HALF DAY	
84.11	Base (54% of Full Day)
6.43	FICA/Medicare
1.38	Industrial Insurance
91.92	Base w/ Benefits

PEA SUB - HOURLY PROFESSIONAL RATE	
25.20	Full day divided by 6 hours
1.93	FICA/Medicare
0.34	Industrial Insurance
27.48	Base w/ Benefits

NURSE / RN SUB - HOURLY RATE	
28.00	Base/Hour OR per diem if holding regular part time assignment
2.14	FICA/Medicare
0.34	Industrial Insurance
4.31	Retirement
34.80	Base w/ Benefits

SUB PAEOP HOURLY RATE (external)	
16.70	Base/Hour (93% of PAEOP level A, step 0)
1.28	FICA/Medicare
0.34	Industrial Insurance
18.33	Base w/ Benefits

SUB PAEOP HOURLY RATE (internal - part-time employees)	
Either regular hourly rate, OR	
17.96	Base/Hour (PAEOP level A, step 0)
1.37	FICA/Medicare
0.34	Industrial Insurance
2.44	Retirement
22.11	Base w/ Benefits

SUB CAMPUS SECURITY HOURLY RATE	
21.85	Base/Hour (regular security rate, step 1)
1.67	FICA/Medicare
1.84	Industrial Insurance
25.36	Base w/ Benefits

MUSIC ACCOMPANIST - CASUAL EMPLOYEE	
30.00	Base/Hour
2.30	FICA/Medicare
0.34	Industrial Insurance
32.64	Base w/ Benefits