

**APPENDIX A continued**

**SCHOOL DISTRICT 24J, MARION COUNTY, OREGON  
CLASSIFIED & LICENSED SUBSTITUTE EMPLOYEES  
HOURLY SALARY RATES  
EFFECTIVE JULY 1, 2021 - JUNE 30, 2022  
2.50% Increase**

**CLASSIFIED SUBSTITUTES**

**13.11**

Clerical Specialist  
Senior Secretary  
School Office Specialist  
Library Media Assistant  
Instructional Assistant  
Custodian  
Unskilled Laborers (summer help)  
Laborers (summer help)  
Semi-Skilled Laborers  
Substitute Crossing Guard

**SPECIALITY SUBSTITUTES**

**15.58**

School Bus Driver  
Special Programs Instructional Assistant  
Sign Language Specialist  
Skilled Laborer

**LICENSED SUBSTITUTES**

**29.64**

**OTHER**

Permanent Crossing Guard **16.35**  
Student Workers **12.75**