

**Multnomah Education  
Service District**

Code: **GCBA**  
Adopted: 7/2/80; 1/20/81; 2/18/92  
Revised/Readopted: 9/20/94; 12/20/94; 10/17/95;  
8/18/09; 1/18/11  
Orig. Code(s): 4400; 3423.2-5; 4400-1

**Salary Schedule - Nonregular Staff**

Persons employed to fill a position defined in Board policy shall be paid as determined by the superintendent not to exceed the salaries in effect for comparable positions.

**Temporary**

When MESD determines that certain temporary positions are difficult to fill because of a shortage of qualified and available individuals or because of non-competitive MESD salaries for such positions, MESD may exceed the salary schedule in effect for comparable positions, subject to the approval of the Superintendent.

Temporary employees shall be paid at the entry level rate as set by the salary schedule in effect for comparable positions. Temporary employees paid by the hour shall be paid at the rate of one-and-one-half times their regular rate when such work is in excess of 40 hours per week. Temporary employees paid by the hour whose services must be performed on a holiday observed by MESD shall be paid at the rate of two (2) times the normal rate.

**Substitute**

Substitute teachers shall be paid at the rate for substitute teachers as established by the Oregon Department of Education. Hourly rates of pay for substitute workers and summer school employees shall be determined by the Superintendent not to exceed the salary schedule in effect for comparable positions.

**Summer School**

Summer school teachers who were not employed as teachers of MESD during the previous regular school session shall be paid as determined by the superintendent based upon the salary schedule in effect for comparable positions.

**Outdoor School**

Outdoor school staff in the environmental education program shall be placed on a salary schedule determined by the superintendent.

END OF POLICY

**Legal Reference(s):**

[ORS 334.125 \(5\)](#)  
[ORS 342.510\(3\)\(a\)\(B\)](#)  
[ORS 342.610\(1\)](#)

[OAR 581-024-0245](#)

**Cross Reference(s):**

GAB - Position Descriptions