

New Berlin CUSD 16
Support Staff & Substitute Wage Schedule
For Fiscal Year 2026-2027

Starting Wages:	2025-2026	Proposed 2026-2027	
Athletic Trainer	\$ 20.00	\$ 20.00	
Accounts Payable Clerk	\$ 15.00	\$ 15.00	
Bus Driver - Regular Route	\$ 20.00	\$ 20.00	
Bus Driver - Extra Trips (Drive Time)	\$ 20.00	\$ 20.00	b
Bus Driver - Extra Trips (Idle Time)	\$ 15.00	\$ 15.00	
Bus Driver - Trainee	\$ 15.00	\$ 15.00	
Bus Monitor	\$ 15.00	\$ 15.00	
Business Office Administrative Asst.	\$ 15.00	\$ 15.00	
Cafeteria Supervisor	\$ 17.00	\$ 17.00	
Cafeteria Staff	\$ 15.00	\$ 15.00	
Clerks	\$ 15.00	\$ 15.00	
Custodian (PT & FT)	\$ 15.00	\$ 15.00	
Lead Custodian	\$ 17.00	\$ 17.00	
Mechanic	\$ 18.00	\$ 18.00	
Nurse (RN)	\$ 25.00	\$ 25.00	
Nurse (LPN/Data Entry)	\$ 15.00	\$ 15.00	
Paraprofessional	\$ 15.00	\$ 17.00	
Paraprofessional - Structured Room	\$ 600.00	\$ 600.00	i
Secretary	\$ 15.00	\$ 15.00	
Transportation - Extra Help	\$ 15.00	\$ 15.00	
Workers under Age 18	\$ 13.00	\$ 13.00	j
Substitutes:			
Teacher	\$ 120.00	\$ 140.00	c,d
Teacher (+10 days Longevity)	\$211.65 / day	\$227.93 / day	f
Permanent Subs	\$150 / day	\$150 / day	g
RN Nurse	\$25/hr	\$25/hr	
LPN Nurse / Data Entry	\$15/hr	\$15/hr	
Aide	\$ 120.00	\$ 140.00	c
Bus Driver	\$ 20.00	\$ 20.00	
Bus Monitor	\$ 15.00	\$ 15.00	
Bus Driver - Extra Trips (Drive Time)	\$ 20.00	\$ 20.00	b
Bus Driver - Extra Trips (Idle Time)	\$ 15.00	\$ 15.00	
Maintenance	\$ 15.00	\$ 15.00	
Cafeteria, Clerks, Secretaries	\$ 15.00	\$ 15.00	

a - N/A

b - Fixed rate for all drivers.

c - \$60.00 for half day, \$30.00 for 1/4 day

d - Does not include full time staff subs. See CBA for those rates.

e -

f - Calculated as teacher base from salary schedule divided by 180. Longevity paid for coverage of individual teacher extended leaves of absence only.

g - Add prorated sick and personal days

Note: All rates are per hour unless otherwise noted.

i - \$600 per semester bonus

j - Minimum Wage will be \$13/hr for FY25 Fiscal Year