

SOUTHERN LEHIGH

2025-26 PAY SCHEDULE FOR ANCILLARY ACTIVITIES WORKERS

(July 1, 2025-June 30, 2026)

Ancillary Activities Workers support various operations throughout the Southern Lehigh SD, including, but not limited to, temporary instruction, building support, and support for programmatic as well as athletic events on an as-needed basis. Accordingly, these employees are approved for hire annually and all Ancillary Activities Workers must be approved by the Board of School Directors.

Some positions listed within this document may require additional skills or credentials to perform the roles and responsibilities of a given position successfully. Please read all position-related information carefully; should you have any questions, please do not hesitate to contact the Office of Human Resources at <hr@sbsd.org>.

APPLICATION PROCESS

Candidates interested in one or more Ancillary Activities Worker positions should visit the Southern Lehigh SD Employment Portal <<https://www.applitrack.com/sbsd/onlineapp/>> to submit an online application. Please note that paper applications are *not* accepted. Any employee offered employment must complete the required onboarding paperwork *and* submit valid/ timely state and federal clearances *prior* to the first day of onsite employment. Newly hired Ancillary Activities Workers can obtain all required onboarding paperwork and clearances by visiting the Office of Human Resources website:

- ☐ For onboarding paperwork, please select [DISTRICT WIDE] Coaches & Ancillary (Extracurricular) Workers under the tab titled “New Hire Paperwork”.
- ☐ For clearances, please select Directions for Employees, Coaches, and Ancillary Workers under the tab titled “Directions for Obtaining Clearances”.

Please note that Ancillary Activities Workers *cannot* begin work without these prerequisite documents.

WORK HOUR LIMITATIONS

- Full-time, non-exempt employees may *not* be assigned nor accept any position outlined in this document *if* such work, combined with their regular weekly working hours, exceeds 40 hours per week except as expressly approved by the Board of School Directors.
- Part-time, exempt employees may *not* be assigned nor accept any position outlined in this document *if* such work, combined with their regular weekly working hours, exceeds 29 hours per week except as expressly approved by the Board of School Directors.
- Ancillary Activities Workers may *not* be assigned nor accept any position outlined in this document *if* the sum of all work exceeds 29 hours per week except as expressly approved by the Board of School Directors.

NAME OF POSITION	2025-26 RATE	FREQUENCY	REQUIREMENTS/ NOTES
SUBSTITUTE PROFESSIONAL STAFF			
DAILY SUBSTITUTE TEACHER (1-18 school days)	\$130.00	per day	Requires PDE Certification
EXTENDED TERM SUBSTITUTE TEACHER (19-69 school days) and BUILDING SUBSTITUTES (four-day per school year)	\$200.00		
LONG TERM SUBSTITUTE TEACHER (70+ school days)	per SY2024-25 SLSD-SLEA Agreement		
SUBSTITUTE SUPPORT STAFF			
SUBSTITUTE NURSE (NON-CERTIFICATED)	\$23.90	per hour	Requires RN, First Aid, and CPR licensures.
SUBSTITUTE INSTRUCTIONAL ASSISTANT	\$17.80		Requires ASSOC or at least 60 (semester) credits.
SUBSTITUTE SECRETARY	\$17.80		A SUBSTITUTE INSTRUCTIONAL ASSISTANT working 70+ days in place of a regular employee will be paid the regular INSTRUCTIONAL ASSISTANT.
SUBSTITUTE CUSTODIAN	\$17.20		
SUBSTITUTE BUS MONITOR (PROGRAMMATIC)	\$16.50		
SUBSTITUTE FOOD SERVICES WORKER	\$14.00		
SUBSTITUTE LUNCH ROOM MONITOR	\$12.00		
SEASONAL SUPPORT STAFF (SUMMER)			
CUSTODIAN/ MAINTENANCE WORKER	\$13.00	per hour	Student workers preferred.
PROGRAMMING			
DANCE CHAPERONE	\$100.00	per event	Internal candidates preferred
DETENTION MONITOR	\$55.30	per hour (SY2025-26 SLSD-SLEA Extra Instruction Rate)	Internal candidates preferred
PSAT (AP) PROCTOR			
PSAT (AP) ASSISTANT PROCTOR	\$17.80	per hour	Internal candidates preferred
SPEECH & DEBATE JUDGE	\$65.00	per event	Internal candidates preferred
MS E-SPORTS	\$2,973.00	stipend (one-time)	Internal candidates preferred
PLANNED EXTRACURRICULAR ACTIVITIES FOR KIDS (PEAK)	\$69.17	per 90mins. (SY2025-26 SLSD-SLEA Intramural Rate)	Internal candidates preferred
MS YEARBOOK	\$69.17	per 90mins. Not to exceed 30 sessions. (SY2025-26 SLSD-SLEA Intramural Rate)	Internal candidates preferred
PERFORMANCE			
HS ASSISTANT (SHOW) DIRECTOR, PLAY/ MUSICAL	\$2,000.00	stipend (one-time)	May be contracted
HS CHOREOGRAPHER, MUSICAL	\$2,500.00		
MS MUSICAL DIRECTOR	\$2,000.00		
HS MUSICAL (VOCAL) DIRECTOR	\$1,750.00		
HS MUSICAL (ORCHESTRA) DIRECTOR	\$1,750.00		
LIGHTING DESIGNER (TECH), PLAY/ MUSICAL	\$1,500.00		
SOUND DESIGNER (TECH), PLAY/ MUSICAL	\$1,500.00		
SET DESIGNER, PLAY/ MUSICAL	\$1,500.00	stipend (one-time)	May be contracted; not to exceed ten hires in a season
PROFESSIONAL MUSICIAN, MUSICAL	\$800.00		
LIBERTY TRAILS			
CAMP LEADER	\$900.00	stipend (one-time)	Requires BACH or higher; PDE certified preferred.
CAMP TEACHER	\$650.00	per week	Requires BACH or higher; PDE certified preferred. Can serve as CAMP LEADER and CAMP TEACHER (both stipends).
CAMP NURSE	\$23.90	per hour	Requires RN, First Aid, and CPR licensures.
CAMP INSTRUCTIONAL ASSISTANT/ IA SUBSTITUTE	\$17.80	per hour	Requires ASSOC or at least 60 (semester) credits.
CAMP TEACHER SUBSTITUTE	\$130.00	per day	Same qualifications as CAMP TEACHER.

NAME OF POSITION	2025-26 RATE	FREQUENCY	NOTES
ATHLETICS			
MANAGEMENT			
ASSISTANT TO THE ATHLETIC DIRECTOR	\$4,200.00	stipend (one-time, per season)	Internal candidates preferred.
SITE / STAGE MANAGER	\$53.37	per hour (SY2024-25 SLSD-SLEA Extra Instruction Rate)	Position is related to the management of District facilities and location when rented by outside users; internal candidates preferred.
EVENT MANAGERS			
SINGLE EVENT MANAGER (<4 hours)	\$70.00	per event	District league and sporting events; internal candidates preferred.
DOUBLEHEADER EVENT MANAGER	\$105.00		
TOURNAMENT EVENT MANAGER (8 hrs)	\$200.00		per hour
SUBSTITUTE BUS MONITOR (ATHLETICS)	\$11.60		
ATHLETIC EVENT WORKERS			
FOOTBALL (VARSITY)			
REVENUE MANAGER	\$60.00	per event	
TICKET SELLER/TAKER	\$49.00	per event	
FOOTBALL (NON-VARSITY), SOCCER, FIELD HOCKEY, LACROSSE, VOLLEYBALL			
STATISTICIAN (FOOTBALL)	\$600.00	stipend (one-time, per season)	
ANNOUNCER	\$48.00	per event	
TICKET SELLER/TAKER (1 GAME)	\$39.00	per event	
TICKET SELLER/TAKER (2 GAMES)	\$55.00	per event	
TIMER/CLOCK/SCORER (1 GAME)	\$39.00	per event	
TIMER/CLOCK/SCORER (2 GAMES)	\$55.00	per event	
BASKETBALL & WRESTLING			
ANNOUNCER	\$48.00	per event	
TICKER SELLER/TAKER (1 GAME)	\$39.00	per event	
TICKER SELLER/TAKER (2 GAMES)	\$55.00	per event	
TIMER/CLOCK/SCORER (1 GAME)	\$39.00	per event	
TIMER/CLOCK/SCORER (2 GAMES)	\$55.00	per event	
CROSS COUNTRY & TRACK			
STATISTICIAN & MEET MANAGER (TRACK)	\$600.00	stipend (one-time, per season)	
ANNOUNCER	\$48.00	per event	
ANNOUNCER - TRI-MEET	\$57.00	per event	
FIELD HELPER – DUAL MEET	\$46.00	per event	
FIELD HELPER – TRI MEET	\$55.00	per event	
HY-TECH MEET MANAGER	\$49.00	per event	
HY-TECH MEET MANAGER – TRI MEET	\$57.00	per event	
BASEBALL & SOFTBALL			
ANNOUNCER	\$48.00	per event	
TICKET SELLER/TAKER	\$39.00	per event	
TIMER/CLOCK/SCORER	\$39.00	per event	
SWIMMING & DIVING			
ANNOUNCER	\$48.00	per event	
TIMER/CLOCK/SCORER (2 GAME due to meet length)	\$55.00	per event	
HY-TECH MEET MANAGER	\$49.00	per event	