

School Board Meeting:

June 24, 2019

Subject:

Substitute Pay Rates for 2019-20

Presenter:

**Gary Kawlewski, Director of
Finance and Operations
Evan Ronken, Director of
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Action requested

DESCRIPTION:

Recommend the rates remain the same for all established positions.

Rationale:

Annually, we review our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We also try to be competitive with the surrounding districts as we try to attract substitutes. We continue to find ourselves in a challenging and unprecedented employment environment with the unemployment rates being so low. Consequently, we are challenged to find substitute custodians and ESPs in particular. Our ESP fill rates have dropped from the peak of 97.9% down to the current rate of 59%. We don't have a good way of tracking fill rates for custodians other than the fact we know that we have shifts that simply are not being filled.

We acknowledge that the established rates are just one of the variables to address in solving the challenge. We have bolstered our efforts to try to recruit more substitutes which has had minimal success. We also contracted with an outside vendor to assist in finding custodial substitutes which has also had limited success. We will continue to monitor our fill rates to determine if further changes in sub pay rates are needed down the road. We will continue to index our sub pay rates to our current master agreement pay rates.

We recommend approval of the rates as presented.

ATTACHMENT(S):

- Substitute pay rates for 2019-20
- ESP fill rates graph 18-19