



Executive Summary: Kelly Services – Sub Rates

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The district contracts the Sub-Calling with Kelly Services (formerly known as Teachers On Call). Using Kelly Services takes the sub-finding burden off of the schools and is more cost effective than staffing a position to manage this aspect of staffing. As has been in the past, there is still a shortage of substitutes for teaching and para positions.

The district's current substitute pay is noted below:

- Sub-teacher pay - \$145.00/day.
 - If a sub-teacher subs in our district for 5 consecutive days, he/she will receive 1 day of Bonus Pay. This incentive is helpful in attracting subs to continue to come back to Jordan to sub.
 - Kelly Services fee is 36.85% - total paid to Kelly Services for a teacher sub per day is \$198.43
- Sub-para pay - \$15.00/hour.

Each year we monitor sub rates for teachers and paras in our region. We are currently on the low end and below many districts for the 2026-2027 school year. A proposed increase is noted below:

- Sub-teacher pay - \$160.00/day (up \$15)
 - Continue the practice of bonus pay -1 day if a sub teacher is in our district for 5 consecutive days
 - Total paid to Kelly Services would be an estimated \$218.96/day
- Sub-para pay - \$17.00/hour. (up \$2)
 - Total paid to Kelly Services would be an estimated \$23.26/hour

It is my recommendation that these rates be approved for the 2026-2027 school year.