

**School Board Meeting/Workshop:**

**April 9, 2018**

**Subject:**

Revised Substitute Pay Rates for 2017-18 for Substitute Custodians

**Presenter:**

**Evan Ronken, Director  
Human Resources**

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**SUGGESTED SCHOOL BOARD ACTION:** Discussion only

**DESCRIPTION:**

Recommend the following changes to substitute Custodian pay:

1. Raise the base pay rate by \$1 per hour from \$12 to \$13 per hour for substitute custodians who retired from ISD 877 as a custodian.

**Rationale:**

We are finding ourselves in a challenging employment environment with the unemployment rates being so low. Consequently, we are challenged to find substitute custodians. We have had some success in being able to recruit retired custodians from our school district to serve as substitutes. We believe that we will be better able to retain their services on a substitute basis with this nominal pay increase. Additionally, the amount of training required is greatly reduced due to their familiarity with our processes and procedures. This pay adjustment is consistent with the July 31, 2017, 2017-18 Sub Rate board action item that stated, "Classified substitute rates may be adjusted for former employees who choose to substitute."

We will bring this back as a formal recommendation at the April 23, 2018 board meeting.

**ATTACHMENT(S):**

none