

School Board Meeting:

July 31, 2017

Subject:

Revised Substitute Teacher Pay Rates for 2017-18

Presenter:

Evan Ronken, Director
Human Resources

SUGGESTED SCHOOL BOARD ACTION: Recommend Approval

DESCRIPTION:

Recommend the following changes to substitute teacher pay:

1. Raise the base pay rate by \$5 per full day from \$110 to \$115 per day
2. Add an extra tier at 20 full days moving the rate up by \$15 from the base to \$130 per day
3. Move the current 40 day tier to 50 days and move that rate up \$25 from the base to \$140 per day
4. Keep the last tier at 80 days but move that rate up \$35 from the base making it \$150 per day

Rationale:

At the May 22, 2017 board meeting we adopted changes to substitute pay for some of our non-teaching substitute positions. We also indicated that we were going to review the teacher substitute pay rates at a later date. We have completed that review and have come back with the aforementioned recommendation. Our current structure is \$110 as a base, \$130 at 50 days, and \$140 at 80 days. We feel that the changes will do the following:

1. Make our starting rate more attractive
2. Create a better opportunity for retention of those substitutes by getting them to a higher rate than before and getting them to higher rates more quickly than in the past
3. Make us more competitive with the neighboring school districts

Using the 2016-17 substitute teacher costs as a base, these changes will cost the district about \$21,000. We feel it will help with attracting more substitutes than we have had in the past. However, based on current market conditions, we also know that it is part of the solution and not the whole solution. We will need to continue to work creatively to manage our ongoing substitute shortage.

ATTACHMENT(S):

1. Revised Substitute Rates for the 2017-18 School Year