

**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
Odessa, Texas**

**Memorandum**

**TO:** Board of Trustees

**FROM:** Tom Crowe, Interim Superintendent of Schools

**SUBJECT: REQUEST FOR APPROVAL TO INCREASE LONG-TERM  
SUBSTITUTE TEACHER COMPENSATION RATES**

**DATE:** September 17, 2013

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Currently there is a shortage of long-term substitute teachers. It is being recommended the long-term substitute teacher rates be increased by \$100 a day to enhance recruitment and retention efforts. Our current non-certified rate is \$100 per day and our current certified rate is \$125 per day. The recommended rates are \$200 and \$225 per day. Based upon estimated expenditures it appears there will be enough budgeted funds to cover the increase. Therefore, there will not be a need to request additional funding.

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It is recommended that the Board of Trustees approve the proposed daily rate increase for long-term substitute teachers.

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Respectfully Submitted,

**Tom Crowe**  
Interim Superintendent of Schools

**Brian J. Moersch**  
Chief Business Officer