



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

January 8, 2015

AGENDA ITEM: 13.4

TOPIC: Short Term Classified Substitutes Policy 434

BACKGROUND: The wage rates have been reviewed.

PROCESS: The School Board Policy Committee has reviewed this policy. It is now being presented to the School Board for review and approval with the change noted.

RECOMMENDATION: First reading of this policy.

Short-term substitutes are casual employees who are asked to provide additional help or to substitute for an employee on a leave that is short and/or temporary. Short-term substitutes are not eligible for benefits.

Wage rates:

Custodians	\$11.00
Food Service	\$11.00
Office and Instructional Support	\$11.00
Title I Assistants	\$11.00
Noon Duty Assistants	\$11.00
School Age Care Assistants	\$11.00
Family Center Teacher Assistants	\$11.00
<u>Health Office Assistant / Student</u>	
<u>Health Assistant (LPN)</u>	<u>\$18.00</u>
Temporary summer help	\$11.00

EXCEPTION TO WAGE RATE

When a regular employee of the district substitutes in another position in their current bargaining unit, that employee will receive his/her regular rate of pay during the time he/she is substituting. The period of time spent substituting is not combined with an employee's regular time for purposes of determining eligibility for benefits.

Adopted: 3/5/01
Revised: 6/2/05
Revised: 1/8/09

<u>School</u>	<u>Teacher</u>	<u>SpEd Para</u>	<u>Nurse</u>	<u>Notes</u>
Anoka	\$110/day	\$11.25/hr		SpEd \$11.75 experienced rate which is working > 67 days in previous year
Big Lake	\$105/day	\$15/hr	\$15/hr	Teachers: >30 days, \$115/day; >60 days, \$125/day
Centennial	\$115.05/day	\$14.12/hr	\$19.89/hr	Effective 1/1/2015, new rates are: Teachers \$125/day; SpEd Para \$14.59/day; Nurses \$20.36/day
Chisago	\$110/day	\$10.29/hr	\$11.71/hr	>50 days teachers make \$120/day
Lakes Int	\$120/day	see notes	see notes	AESOP administrator stated they have rarely used sub paras/nurses, so she cannot tell me if they had any and what they might be paid, she said they're still "working on it."
Mahtomedi	\$110/day	\$14/hr	\$211.42/day	All subs are outsourced through Kelly Services, these are the rates Kelly pays, they pay additional to Kelly over these amounts to receive their services.
Maplewood-North St. Paul	\$120/day ¹³⁰	\$14/hr	\$14/hr	\$70/half day teacher
Mounds View	\$120/day	\$13/hr	\$18/hr	\$70/half day teacher
North Branch	\$115/day	\$12.32/hr	see notes	Nurse subs done through "St. Croix Regional Education District" and she didn't know the pay
North Lakes	\$115/day	see notes	see notes	They hire SpEd paras through "Teaching Temps" or "Teachers on call", the SpEd paras that they use are usually their teaching subs and they would pay them their teacher rate. They do not have nurse subs.
Pine City	\$118/day	\$13.50/hr	\$13.53/hr	Outsourced through "Teachers on call"
Roseville	\$121/day	\$10/hr		\$65/half day teacher; \$12 hour for paras who complete training
St. Francis	\$125/day	\$11.25/hr	\$11.75/hr	
Stillwater	\$115/day	\$11/hr	\$115/day	They pay licensed nurses the same as licensed teachers
White Bear	\$120/day	\$13.50/hr	see notes	Nurse para is \$16/hour; Health office asst \$14.50/hr
Us	\$112/day	\$11/hr	\$13/hr	