

School Board Meeting/Workshop Date:

March 22, 2010

Subject:

Substitute Pay Rates

Presenter:

Chuck Klaassen
Director of Finance and Operations

SUGGESTED SCHOOL BOARD ACTION:

Approve proposed change in ESP and Custodian substitute pay rates

DESCRIPTION:

We have been struggling this year to secure adequate substitutes for Education Support Professionals (Paras) and Custodians to fill in for sick or absent staff. While we decided last summer that we would leave our sub pay rates the same for this year, that decision has proven to be problematic in these two areas. We generally don't sub for absent clerical staff and we have not experienced problems getting good food service subs, so ESP and custodial are the two problem areas.

While the overall substitute labor supply is probably in pretty good shape right now, our rates are no longer competitive with our neighboring school districts, with whom we compete for these people. We surveyed Maple Lake, Monticello, St. Michael-Albertville, Rockford, Delano and Watertown-Mayer. Our sub pay rate of \$9.50 per hour compares to the average rate for these two positions of the other 6 schools of \$11.75 per hour.

In addition, most of the districts now use our automated sub finder system, Aesop. Several of the subs work in multiple districts, allowing them the opportunity to select assignments with the maximum number of hours and pay.

Following discussions with Directors and staff in the Special Ed and B&G departments, we have decided to propose an immediate change in the sub rates of pay for ESPs and Custodians. I am proposing that we change our sub pay rates beginning with the March 30 payroll (effective date March 16) to \$10.35 per hour for custodians and \$11.00 per hour for ESPs.

The cost of this change for the remainder of this fiscal year is estimated to be about \$500 for custodial subs and about \$5,500 for ESP subs (mostly Special Education). The estimated total cost for next year is about \$2,000 for custodial subs and \$19,000 for ESP subs. That assumes similar usage of subs to this year, something we are working to change/reduce.

We will evaluate the impact of the change during the remainder of this year and review all sub rates for possible changes this summer.

ATTACHMENT(S): None