

**School Board Meeting:**

May 26, 2015

**Subject:**

**Substitute Pay Rates for 2015-16**

**Presenter:**

Gary Kawlewski

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**SUGGESTED SCHOOL BOARD ACTION:** Recommend approval

**DESCRIPTION:** Custodial sub rate to move from \$11.00 per hour to \$11.25 per hour

**Rationale:**

Annually, we review our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We also try to be competitive with the surrounding districts as we try to attract substitutes. We raised rates for custodians and food service for 2014-15. We continue to see challenges in competing with neighboring districts for custodial subs. This increase will put us closer to the average. In order to get the rate to the average, we would need to pay our subs more than our permanent part-time staff and we are not prepared to do so. We don't have statistics for custodial or food service subs at this point for fill rates since those subs are not hired using the AESOP program.

We have been able to track our ESP and teacher fill rates through AESOP and we have seen our fill rates peak at 97.9% for 2011-12 for ESPs. However, we have seen a slight drop in our fill rates for the last three years down to 88.0%. Some of this is due to the economy picking up and other employment opportunities being available. Some is attributable to not having enough highly qualified subs for ESPs. Some of it is also connected to more sub opportunities as a result of recent law changes creating more use of leave provisions. We are bolstering our training efforts to increase the pool of subs. We believe the rate is competitive and also believe it is not a factor in the minor decline in ESP fill rates.

Our teacher fill rate is at 96% and our rate is very competitive. We are right at the average for our food service subs. Thus, we are not recommending any changes in these areas.

In 2011-12, we started to index our custodial and food service sub pay rates to a percentage of the previous year's Permanent Part-time custodian rate for custodians and indexing the food service sub pay rate at a percentage of the previous year's Step 1 Food Aide rate. We also look at our other contracts to ensure we have a similar relationships between our sub rates and our base pay for our permanent employees.

We will continue to monitor our fill rates to determine if further changes in sub pay rates are needed down the road. We will continue to index our sub pay rates to our current master agreement pay rates.

**ATTACHMENT(S):**

1. Substitute pay rates for 2015-16
2. ESP Fill Rates graph 2014-15