



TO: Harlem School District Board of Education
FROM: Scott Rollinson, Assistant Superintendent
RE: Full Time Substitute Teachers
DATE: April 12, 2021

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During the 2020-2021 school year, the Harlem School District Board of Education approved the hiring of twenty-six (26) full-time substitute teachers. Each substitute teacher was required to work every student attendance day, earning a salary of \$25,000 for the entire school year, or \$30,000 if they did not need our insurance. The substitute teachers were often shared among various buildings, depending upon the teaching vacancy needs for the day. Needless to say, this greatly increased our teacher fill rate each day.

Because of the many unknowns of the 2021-2022 school year, I am proposing that we employ twenty-six (26) full time substitute teachers next year. I am also proposing that they receive \$27,000 for the entire school year, and \$32,000 if they do not need our insurance. In addition, I would like to propose that they receive a total of three (3) sick days. During the 2020-2021 school year they did not receive any sick days. **This would be entirely funded by the Elementary and Secondary School Emergency Relief 2 (ESSR-2) Grant.**

Total cost: 26 substitute teachers @ \$27,000-\$32,000 = \$702,000 - \$832,000

