

Memo



To: Dr. Cheryl McCarthy, Superintendent
From: Chris Olson, Director of Human Resources
CC: Board of Education
Date: 05/21/2019
Re: Substitute Pay Rate Recommendation

The administration is recommending the following hourly pay rates for substitutes during the 2019-2020 school year (see attachment). Outside of mandatory contractual changes, I am recommending that the substitute custodian and substitute clerical rates be raised from \$10.30/hr. to \$11.00/hour and the cafeteria substitute rate to equal the first step of the cafeteria salary schedule. These changes will allow us to gradually approach the mandatory January 2025 \$15.00 minimum wage requirement. I am also recommending that the substitute teacher daily rate be raised \$120.00 (\$5.00 increase) and the ISS supervisor daily rate be raised to \$130.00 (\$5.00 increase). These rates have remained the same for since the 2009-2010 school year.

If you have any questions, please contact me at your convenience.

Thank you.