



LINCOLN COUNTY
SCHOOL DISTRICT

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★ CENTRAL OREGON COAST ★

1/30/2023

- **Background/Rationale:**

At the beginning of the 2019-2020 school year, we requested to move the licensed and classified substitute management to an outside company, Educational Substitute Staffing (ESS), for reasons outlined in the 9/26/19 communication to the Board. Since then, we experienced a pandemic, significant staffing shortage, and staffing changes of our own. We added 1.0 FTE into payroll/benefits, and 7/1/23 the TLC will have a receptionist thus relieving the building management specifically from our HR Customer Service Coordinator.

Included below are the challenges that we face that we can remedy by bringing substitute management back inhouse to LCSd.

Tier 1

- Communication- between subs and the District is disjointed. We don't know subs and they don't know us.
- Flexibility in pay rates for retirees-certified and classified, we end up hiring them back anyway because their pay is beyond the payrates outlined in the MOU.

Tier 2

- Training-LCSd would like to assign PBIS and other online training for subs to support in behavior. We would also like to require them to attend trainings at the building level or with Kelly re: behavior management.
- Technology-tech has a very difficult time between daily subs, long term subs, those with an email, Synergy access, etc.

Tier 3

- Recruiting subs-remote, ESS doesn't come or do as many hiring events as originally projected. Tiana has met with them and they are down staff as well in the central office keeping them from being on campus.
- Fill rate-understandably, the staffing shortage includes subs as well. Our secretaries and TLC staff have ended up calling subs again as part of their duties to try and fill open positions.
- Long term-Because we don't know the subs, we struggle with who would want to or could fill a long-term position. We don't know who is interested or what their content training has been (elementary/secondary/SpED).

Financial Considerations

- 26% payroll costs paid to ESS, ours are 8.65% for FICA and Medicare.
- \$141,000 paid to ESS in 21-22, \$125,000 YTD in 22-23.
- We feel we can serve our District, staff, and subs better by bringing them back as our employees.