

Memo



To: Dr. Karla Guseman, Superintendent
From: Amanda Herrera-Ford, Director of Human Resources
CC: Board of Education
Date: April 15, 2025
Re: Substitute Pay Rate Recommendation

The administration is recommending adjusting the current substitute pay of \$15.00 per hour to step 1 of the coordinating union contract for the following positions:

Substitute Clerical
Substitute Paraprofessional/Security/Café Monitor
Substitute Custodian

There is also a recommendation to increase the Temporary Transportation Assistant pay from \$15.00 per hour to \$18.00 per hour. These changes will keep rates competitive and allow the district to fill substitute positions.