

School Board Meeting/Workshop:

April 23, 2018

Subject:

Revised Substitute Pay Rates –
Custodians

Presenter:

**Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Recommend approval

DESCRIPTION:

Recommend the following changes to substitute Custodian pay:

1. Raise the base pay rate by \$1 per hour from \$12 to \$13 per hour for substitute custodians who retired from ISD 877 as a custodian. The rate change is effective May 1, 2018.

Rationale:

We have had some success in being able to recruit retired custodians from our school district to serve as substitutes. We believe that we will be better able to retain their services on a substitute basis with this nominal pay increase. Additionally, the amount of training required is greatly reduced due to their familiarity with our processes and procedures. This pay adjustment is consistent with the current substitute language - "Classified substitute rates may be adjusted for former employees who choose to substitute."

ATTACHMENT(S):

none