

School Board Meeting:

August 24, 2020

Subject:

Revised Substitute Pay Rates for 20-21

Presenter:

**Gary Kawlewski, Director
Finance and Operations
Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION: Action requested

DESCRIPTION:

Recommend that rates increase for the 2020-21 school year due to substitute needs due to COVID.

Rationale:

We are hopeful that increasing rates will help with recruitment of new substitutes, and retention of current substitutes in our substitute pool. We acknowledge that the rates are just one of the variables to address in solving the challenges of filling open positions. There remains a limited pool of interested candidates in subbing, and we are aware that some substitutes will not return for the 2020-21 school year due to COVID risk factors. We will continue to monitor our fill rates to determine if further changes in sub pay rates are needed down the road.

We recommend approval of the rate increases as presented.

ATTACHMENT(S):

- Substitute pay rates for 2020-21