

School Board Meeting:

May 29, 2012

Subject:

Substitute Pay Rates for 2012-13

Presenter:

Gary Kawlewski

SUGGESTED SCHOOL BOARD ACTION: Approval

DESCRIPTION:

Recommend the following changes:

Custodial sub rate to move from \$10.35 per hour to \$10.55 per hour
Food Service sub rate to move from \$9.68 per hour to \$10.00 per hour
Clerical sub rate to move from \$9.50 to \$10.00 per hour

Rationale:

Over the last several years we have reviewed our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We raised rates for custodians and ESPs in March of 2010. Those changes assisted us in being able to secure subs in both areas. We don't have statistics for custodial subs at this point. However, we have been able to track our ESP fill rates through AESOP and we have seen our fill rates climb from 95.6% in 2010 to 96.78% for 2010-11 and to 97.9% for 2011-12. Our teacher fill rates are at 99.1% for 2011-12. This indicates that we are having a high degree of success in filling our sub positions based on the current pay rates.

Last year we agreed to index our custodial sub pay rate to 98% of the previous year's Permanent Part-time custodian rate and index the food service sub pay rate at 80% of the previous year's step 1 Food Aide rate. Our new permanent part-time custodian rate for 11-12 is scheduled to be \$10.75 and the food service rate is estimated to be \$12.49. We are starting to see a bit more of a challenge in finding subs for food service and are starting to hear that we are a bit low in the area. We want to make sure we are retaining our good substitute employees.

We have not made a change to our clerical sub rate for several years. We are low in the area compared to other districts. To that end, using the same indexing model at 70% of the previous year step 1 level 1 rate, we would propose setting the rate at \$10.00 per hour. This rate would then follow the contract rate at the 70% index moving forward.

We are also requesting to reserve the right to not automatically move the rate up if we find that we are competitive and successful in filling our substitute positions. We will, however, continue to employ the indexing methodology to form the basis for setting the rate.

ATTACHMENT(S):

1. Substitute pay rates for 2012-13
2. ESP Substitute Fill Rates graph