

**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
Odessa, Texas**

**Memorandum**

**TO:** Board of Trustees

**FROM:** Brian J. Moersch, Acting Superintendent of Schools

**SUBJECT: REQUEST FOR APPROVAL TO INCREASE SUBSTITUTE TEACHER  
COMPENSATION RATES**

**DATE:** August 20, 2013

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Currently there are several teacher vacancies and the substitute teacher pool is inadequate to meet the need. It is being recommended we increase the substitute teacher rates by \$15 a day to enhance recruitment and retention efforts. Our current non-certified rate is \$85 per day and our current certified rate is \$110 per day. The recommended rates are \$100 and \$125 per day. The estimated increase is approximately \$176,723. Based upon estimated expenditures it appears there will be enough budgeted funds to cover the increase. Therefore, there will not be a need to request additional funding.

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It is recommended that the Board of Trustees approve the rate increase for substitute teachers.

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Respectfully Submitted,

**Brian J. Moersch**  
Acting Superintendent of Schools