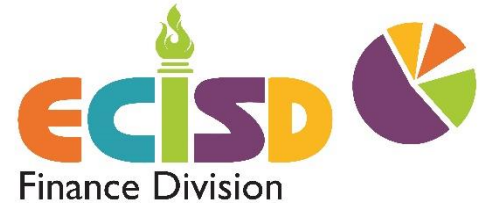


David Harwell
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December 3, 2018

RE: Discussion of Substitute Teacher Pay Rate Change Request

Effective for days worked after 12/31/18, recommend substitute teacher pay be paid as follows:

Short term substitutes uncertified \$90 per day
Short term substitutes certified \$105 per day
Long term substitutes uncertified \$180 per day
Long term substitutes certified \$200 per day

Respectfully submitted,

David Harwell
Chief Financial Officer