

MEMORANDUM

November 6, 2013

TO: Members of the Mid-Valley Executive Advisory Board

FROM: Carla Cumblad, Executive Director

RE: Substitute Pay

Despite writing letters, placing ads, hosting recruitment sessions, Mid-Valley is experiencing difficulty with obtaining substitutes for vacancies both for teachers and for teaching assistants. We believe that one of the reasons may be the fact that we pay less than anyone in the area.

Data collected from the Kane County Human Resources Consortium, October, 2013,
TEACHERS:

DISTRICT	DAILY	LONG TERM	DIFFERENTIAL	BONUS
Batavia	\$82/\$94 at 40 days	\$125		
Burlington	\$90	\$140 (on 21st consecutive day)		
CUSD 300	95/ 105 at 40 days	150 after 19 days-retro		
East Aurora	\$90/\$100 at 40 days	tchr sal sch on 21st consecutive day	NA	NA
Geneva	\$84	\$150 (we know assignment will be for more than 20 days)	N/A	N/A
Kaneland	\$90	\$135 at 20 days, retroactive	NA	NA
St. Charles	\$85	\$100 (on 11th consecutive day)	NA	NA
West Aurora	\$100	\$140 (+20 days)	\$25/day for severe needs	\$250 (+90 days/yr)
Mid-Valley	\$80	\$100 after 10 days	N/A	N/A

Teaching Assistant Substitute Daily rate: MV \$80.00 per day.

Recommendation #1:

It is recommended that the pay rate for teachers be increased to \$90. per day.

Recommendation #2:

It is recommended that the substitute pay rate for teaching assistants be increased to \$ 85. per day.