

School Board Meeting:

May 23, 2016

Subject:

Substitute Pay Rates for 2016-17

Presenter:

Gary Kawlewski
Director of Finance and Operations

SUGGESTED SCHOOL BOARD ACTION: Approval

DESCRIPTION:

Recommend the following change:

1. Custodial sub rate to move from \$11.25 per hour to \$11.55 per hour
2. ESP sub rate to move from \$11.25 per hour to \$11.55 per hour
3. Clerical sub rate to move from \$11.25 per hour to \$11.55 per hour

Rationale:

Annually, we review our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We also try to be competitive with the surrounding districts as we try to attract substitutes. We raised rates for custodians for 2015-16. We continue to see challenges in competing with neighboring districts for custodial subs and our rate is at or near the bottom. In order to get the rate to the average, we would need to pay our custodial subs about the same as our permanent part-time staff and we are not prepared to do so. We don't have statistics for custodial or food service subs at this point for fill rates since those subs are not hired using the AESOP program. We also see that our ESP and clerical sub rates are below the average of surrounding districts. These increases will put us closer to the average.

We have been able to track our ESP and teacher fill rates through AESOP and we have seen our fill rates peak at 97.9% for 2011-12 for ESPs. However, we have seen a slight drop in our fill rates for the last four years down to 86.4%. Some of this is due to the economy picking up and other employment opportunities being available. Some is attributable to not having enough highly qualified subs for ESPs. Some of it is also connected to more sub opportunities as a result of recent law changes creating more use of leave provisions. We are bolstering our training efforts to increase the pool of subs. We believe the change in the rate keeps us competitive and also believe it is not a factor in the minor decline in ESP fill rates. Our teacher fill rate is at 96% and our rate is very competitive. We are slightly above the average for our food service subs. Thus, are not recommending any changes in those areas.

In 2011-12, we started to index our custodial and food service sub pay rates to a percentage of the previous year's Permanent Part-time custodian rate for custodians and indexing the food service sub pay rate at a percentage of the previous year's step 1 Food Aide rate. We also look at our other contracts to ensure we have a similar relationship between our sub rates and our base pay for our permanent employees.

We will continue to monitor our fill rates to determine if further changes in sub pay rates are needed down the road. We will continue to index our sub pay rates to our current master agreement pay rates.

ATTACHMENT(S):

1. Substitute pay rates for 2016-17
2. ESP Fill Rates graph 2016-17