

**School Board Meeting:**

**July 8, 2024**

**Subject:**

Substitute, Casual and Community  
Education Level 1 Pay Rate

**Presenter:**

**Evan Ronken, Director  
Human Resources**

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**SUGGESTED SCHOOL BOARD ACTION:** Approval

**DESCRIPTION:**

Recommend the following changes to substitute pay:

1. Increase the pay from \$16.00 to \$17.00 for substitute food service, custodians, ESPs and secretarys to remain competitive with area school districts. Retired staff who sub will continue to earn an additional \$1.00/hour.
2. Increase substitute teacher pay rates to remain competitive with area school districts. Recommend an increase to base rate of pay from \$175/day to \$180/day with incentives based on the number of days subbed in the school year.
3. Increase AVID tutor, homebound instruction, ticket taker and middle school official rates to align with market conditions
4. Increase Community Education Level I rates to align with market conditions.

**ATTACHMENT(S):**

- Substitute, Casual, and Community Education Rates for 2024-25.