

School Board Meeting:

May 28, 2013

Subject:

Substitute Pay Rates for 2013-14

Presenter:

Gary Kawlewski

SUGGESTED SCHOOL BOARD ACTION:

Approval

DESCRIPTION:

Recommend the following changes:

Custodial sub rate to move from \$10.55 per hour to \$10.65 per hour
Food Service sub rate to move from \$10.00 per hour to \$10.30 per hour
Clerical sub rate to move from \$10.00 to \$11.25 per hour
ESP sub rate to move from \$11.00 to \$11.25 per hour

Rationale:

Over the last several years we have reviewed our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We raised rates for custodians and ESP's in 2010-11. Those changes assisted us in being able to secure subs in both areas. We don't have statistics for custodial subs at this point. However, we have been able to track our ESP fill rates through AESOP and we have seen our fill rates climb from 95.6% in 2010 to 96.78% for 2010-11 and to 97.9% for 2011-12. However, we have seen a slight drop in our fill rates for 2012-13 down to 95.0%

In 2011-12, we agreed to index our custodial sub pay rate to 98% of the previous year's Permanent Part-time Custodian rate and index the Food Service sub pay rate at 81% of the previous year's Step 1 Food Aide rate. The proposed rates reflect the change in the Custodial and Food Service contracts.

We have also surveyed surrounding areas and are seeing that we are a bit low in all of the rates recommended for change above. We are starting to see a bit more of a challenge in finding subs for food service, ESPs, and clerical. We are still having success finding custodial subs at this time. The changes above would put us around the average of the schools we surveyed in all areas except custodial, where we would still be a little bit below the average with this change. These changes will help us to continue to be competitive in attracting subs for these positions.

As in the past, we are also requesting to be able to reserve the right to not automatically move the rate up in future years if we find that we are competitive and successful in filling our substitute positions. We will, however, continue to employ the indexing methodology to form the basis for setting the rate. We will continue to monitor this in the event that we see significant changes during the year.

ATTACHMENT(S):

Substitute pay rates for 2013-14
ESP Fill Rates graph 2012-13