

**School Board Meeting:**

**June 22, 2020**

**Subject:**

Substitute Pay Rates for 2020-21

**Presenter:**

**Gary Kawlewski, Director  
Finance and Operations  
Evan Ronken, Director  
Human Resources**

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**SUGGESTED SCHOOL BOARD ACTION:** Action requested

**DESCRIPTION:**

Recommend the rates remain the same for all established substitute classifications.

**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. Our ESP fill rates have dropped from the peak of 97.9% down to the current rate of 56.5%. We don't have a good way of tracking fill rates for custodians other than the fact we know that we have shifts that simply are not being filled.

We acknowledge that the established rates are just one of the variables to address in solving the challenge. We have bolstered our efforts to try to recruit more substitutes which has had some success. We have also increased the rate in the teacher master agreement for subbing during the teacher's prep time. We have contracted with an outside vendor to assist in finding custodial substitutes which has had limited success. We will continue to monitor our fill rates to determine if further changes in sub pay rates are needed down the road.

We recommend approval of the rates as presented.

**ATTACHMENT(S):**

- Substitute pay rates for 2020-21
- ESP fill rates graph 19-20