



# Oak Park Elementary School District 97

260 Madison Oak Park Illinois 60302 ph: 708.524.3000 fax: 708.524.3030 www.op97.org

---

**To:** Dr. Ushma Shah, Superintendent of Schools

**From:** Dr. Christine Zelaya, Interim Senior Director of Human Resources

**CC:** Dr. Sheila Johnson, Assistant Superintendent of Finance and Operations

**Re:** Recommendation for increased daily rate for substitute nurses

**Date:** January 30, 2024

**Issue Statement:** This memo aims to request an increase in the rate of pay for substitute nurses as a means to enhance a highly qualified substitute pool and ensure our nurse vacancies are supported.

**Background Information:** For several years we have needed to utilize outside agencies such as Maxim and Assured Health to fill our nurse vacancies as we have been unsuccessful in securing a nursing sub-pool based on our current daily rate of \$140/day. Nursing sub-candidates have shared that the rate of pay is substantially less than what they earn working in a hospital or from an agency. Currently, our reliance on agencies to cover these vacancies requires our district to pay an hourly rate of no less than \$80.00 per hour which can cost the district approximately \$560.00 per nurse, per day.

Our recent expenditures for nursing substitutes are as follows:

22/23 - the total paid for nurse substitutes was \$29,545

23/24 -the total paid through 11/17/23 is \$811

23/24, there is \$31,235 budgeted for nurse substitutes

It is important to note that the 23/24 total paid is not for lack of need. This more accurately reflects our inability to secure nurses in our D97 sub-pool or through our agencies as they also are experiencing a shortage of available nurses and hospitals are their priority. This results in unfilled sub-nurse positions in our buildings.

**Recommended Resolution:** In order to attract qualified nurses to our district, administration requests that we increase our daily rate to \$225.00 for this specialized role. This rate is in alignment with what Registered Nurses (RNs) receive from other employers and will ensure our schools have high-quality care to meet our student's needs.

**Action Requested:** The administration is requesting action be taken on this item at the February 13, 2024 Meeting.