



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Gregory C. Nelson, Ed.D, Assistant Superintendent of Human Resources

**SUBJECT: DISCUSSION AND REQUEST FOR APPROVAL OF REVISED
SUBSTITUTE EMPLOYEE PAY SCALE**

DATE: December 18, 2018

The Ector County ISD Human Resources Department is committed to supporting ECISD District Goals by improving our work to retain current substitutes and to increase the pool of available substitute employees by utilizing more effective techniques and strategies. In order to retain current substitutes and attract new substitutes in a very competitive market, the Department is recommending and requesting board approval of a Revised Substitute Employee Pay Scale.

If approved, this pay scale will become effective January 7, 2019. Employees would begin to see this in their pay checks in February 2019.

Administrative Recommendation:

Approval of the Revised Substitute Employee Pay Scale