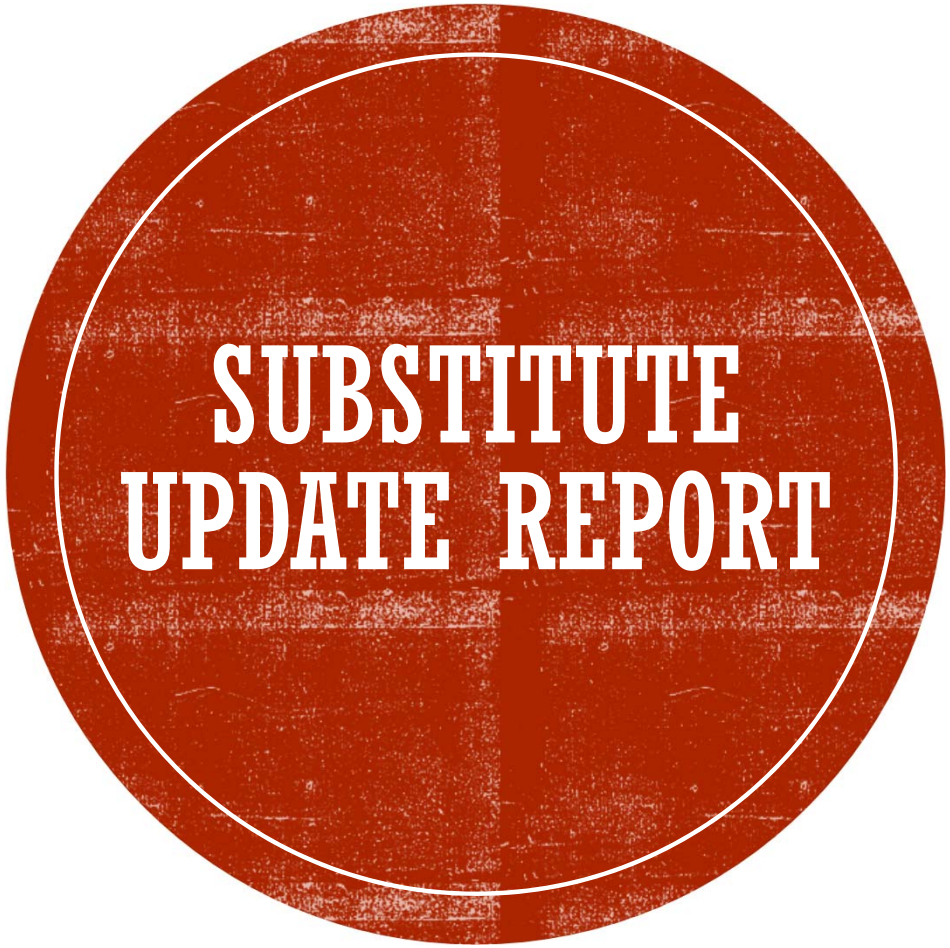
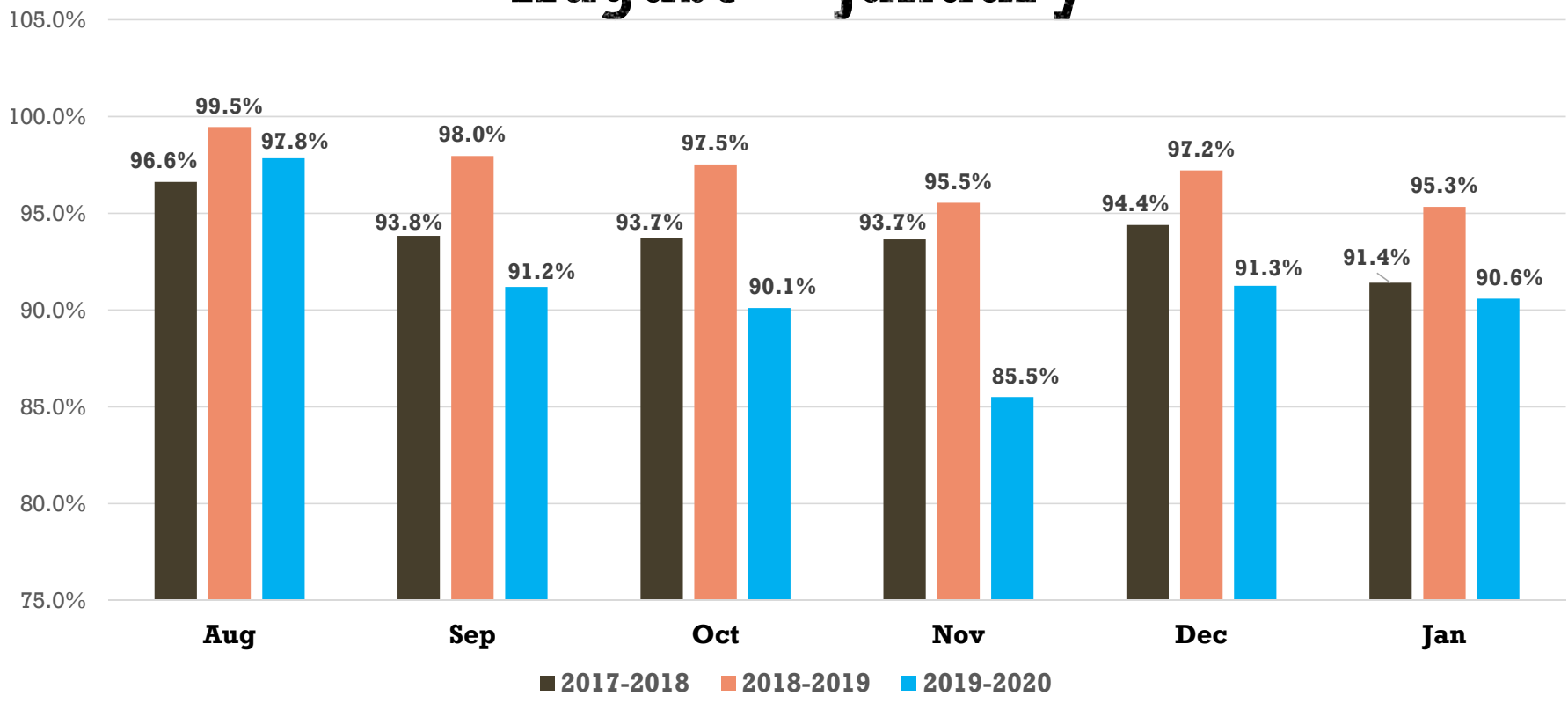


Analysis of Substitute Fill Rates, Employee Absences *and* Recommendation for Sub Pay Increase

Board of Trustees Report

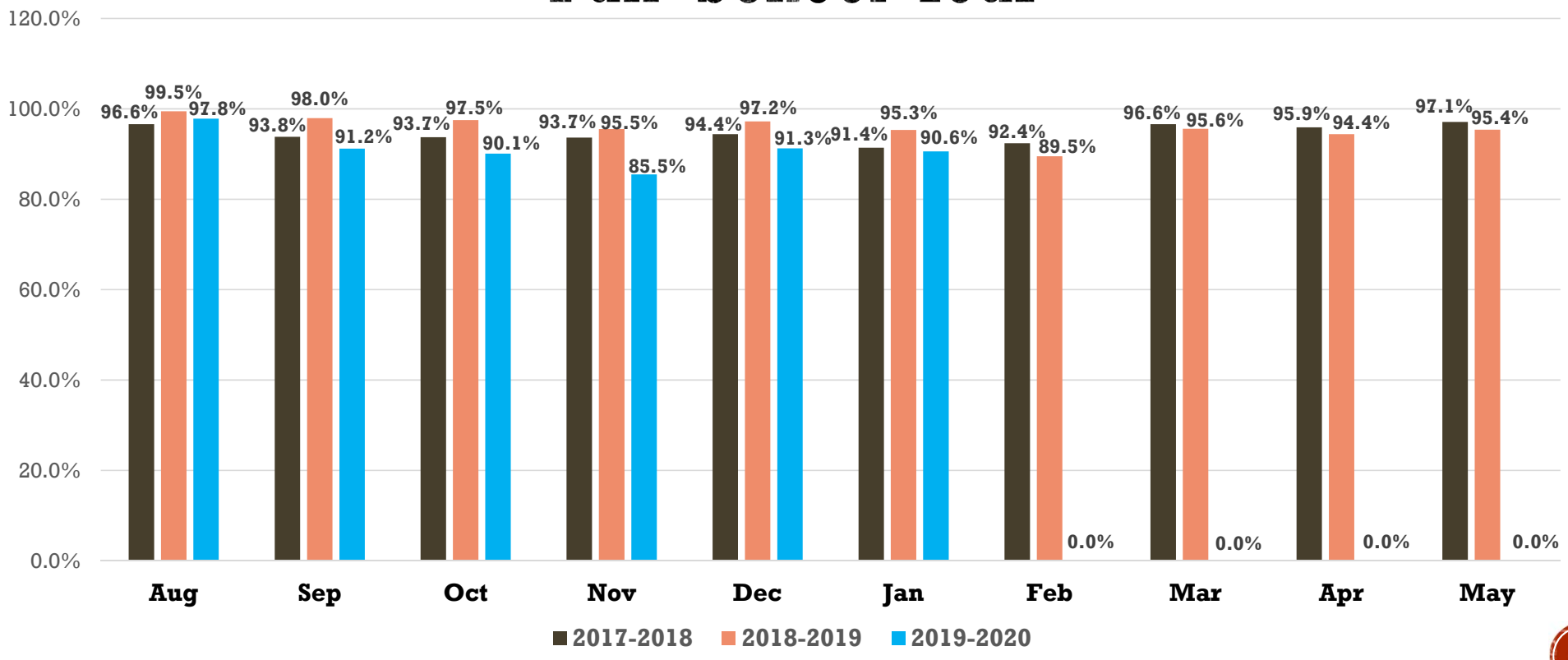
February 25, 2019

3-Year Comparative Analysis of Fill Rates August - January



** 17-18 DISD Operated Sub System*

3-Year Comparative Analysis of Fill Rates
- Full School Year -

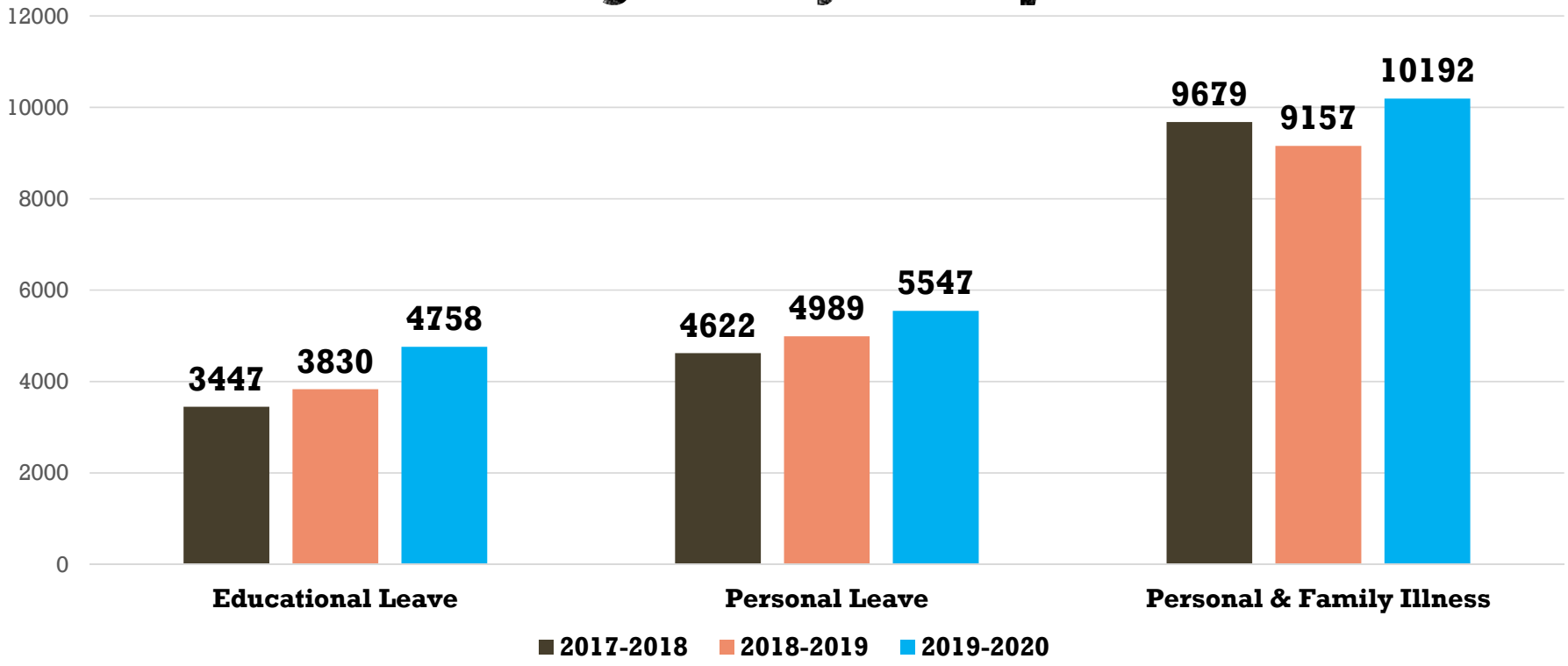


** 19-20 runs through January*

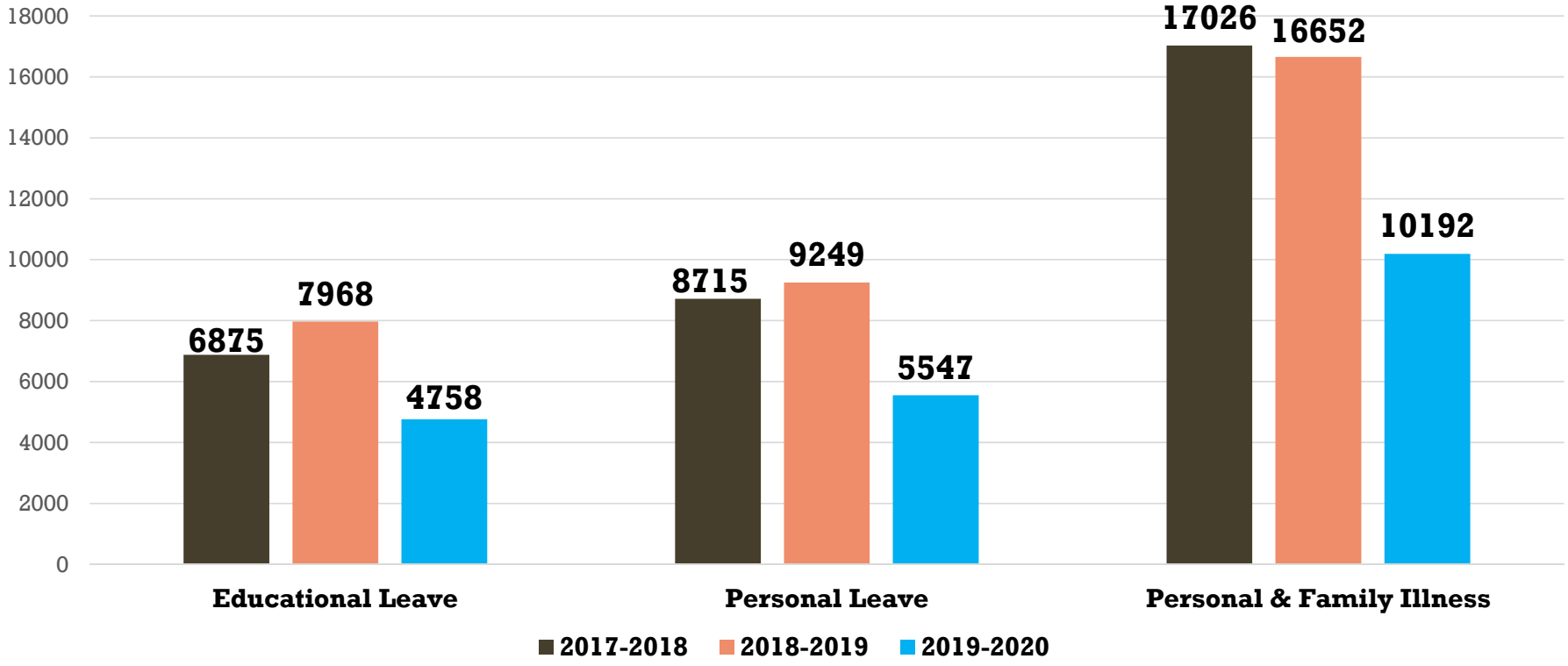
Employee Absence Reasons

- Administrative Leave
- Death in Family
- **Educational Leave**
- FMLA
- HR Approved Vacancies
- Maternity Leave
- Military Leave
- **Personal Leave**
- **Personal & Family Illness**
- Workers' Comp

3-Year Comparative Analysis of Main Absence Reasons August - January

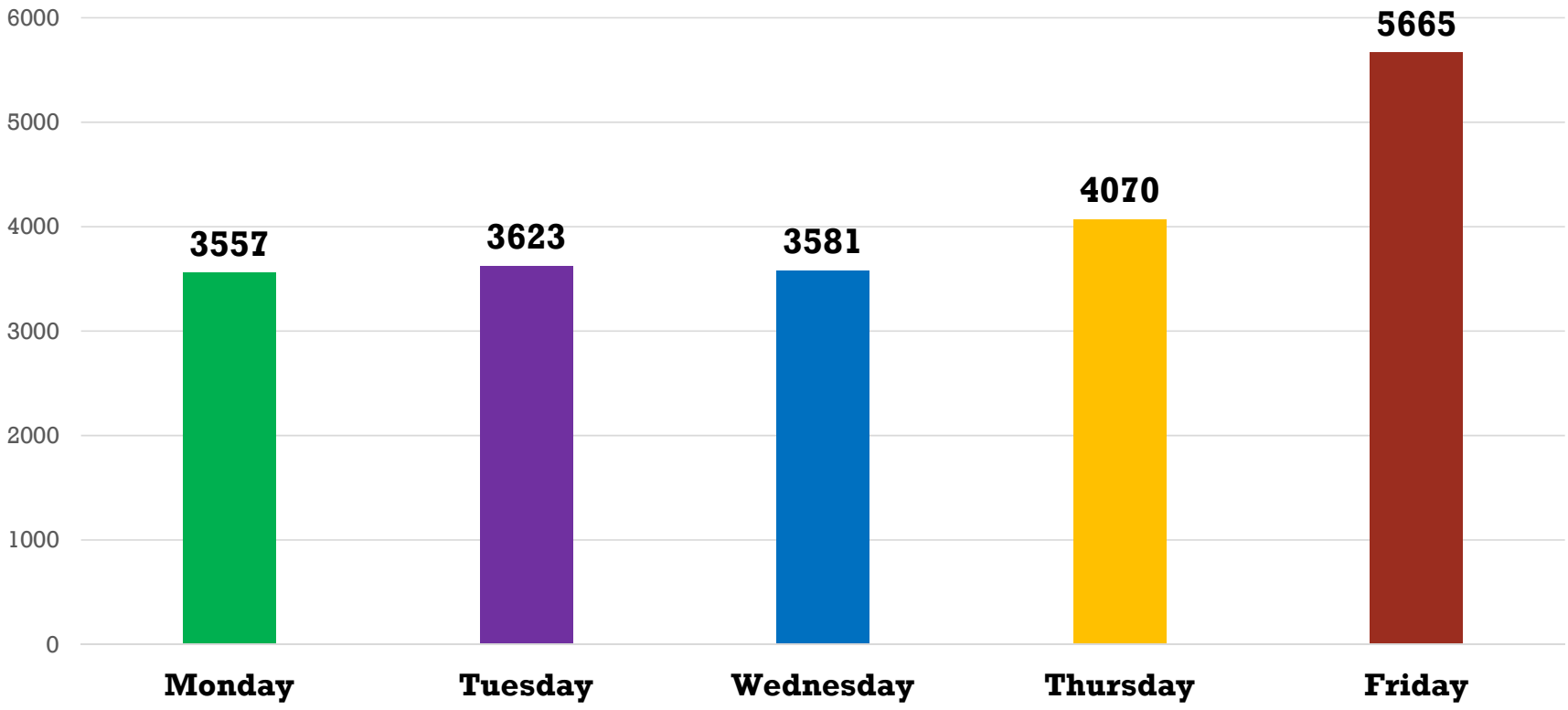


3-Year Comparative Analysis of Main Absence Reasons - Full School Year -

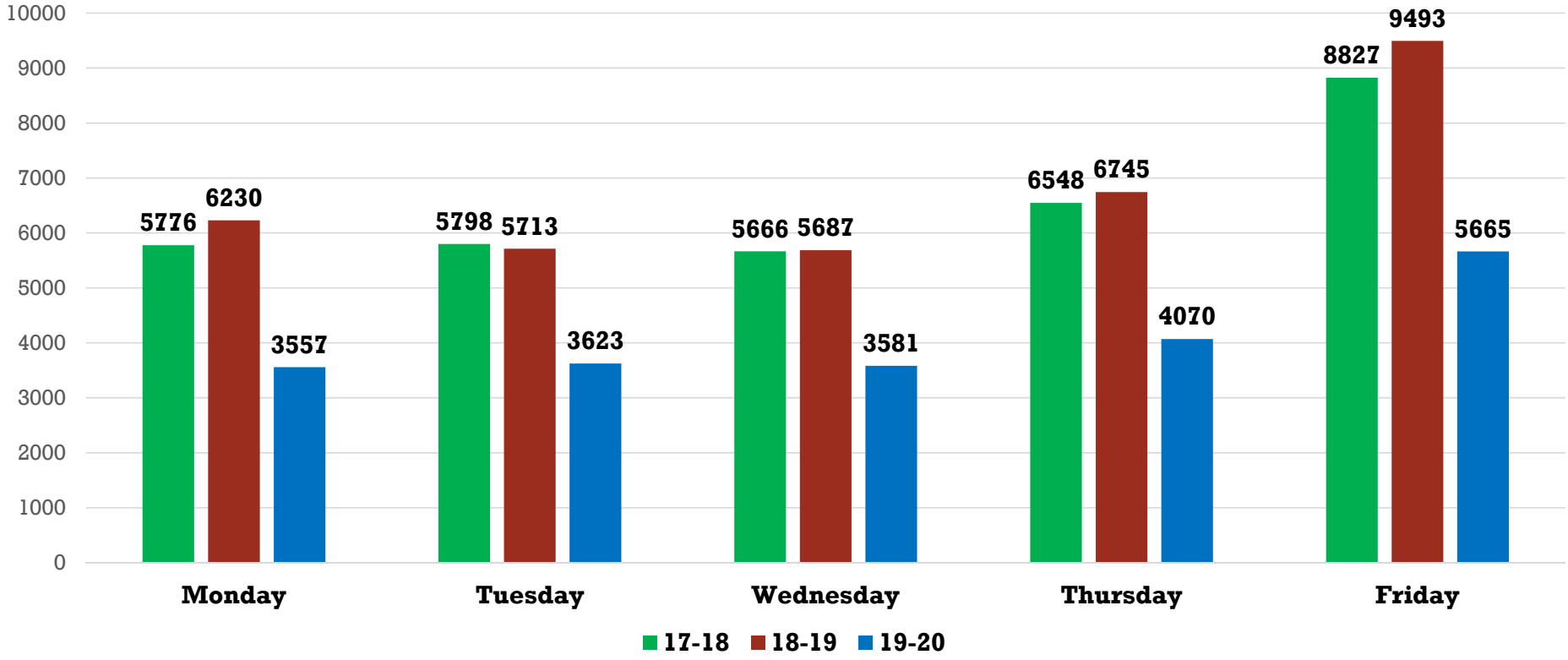


** 19-20 runs through January*

Total Main Absences Reason per Day
August '19 - January '20

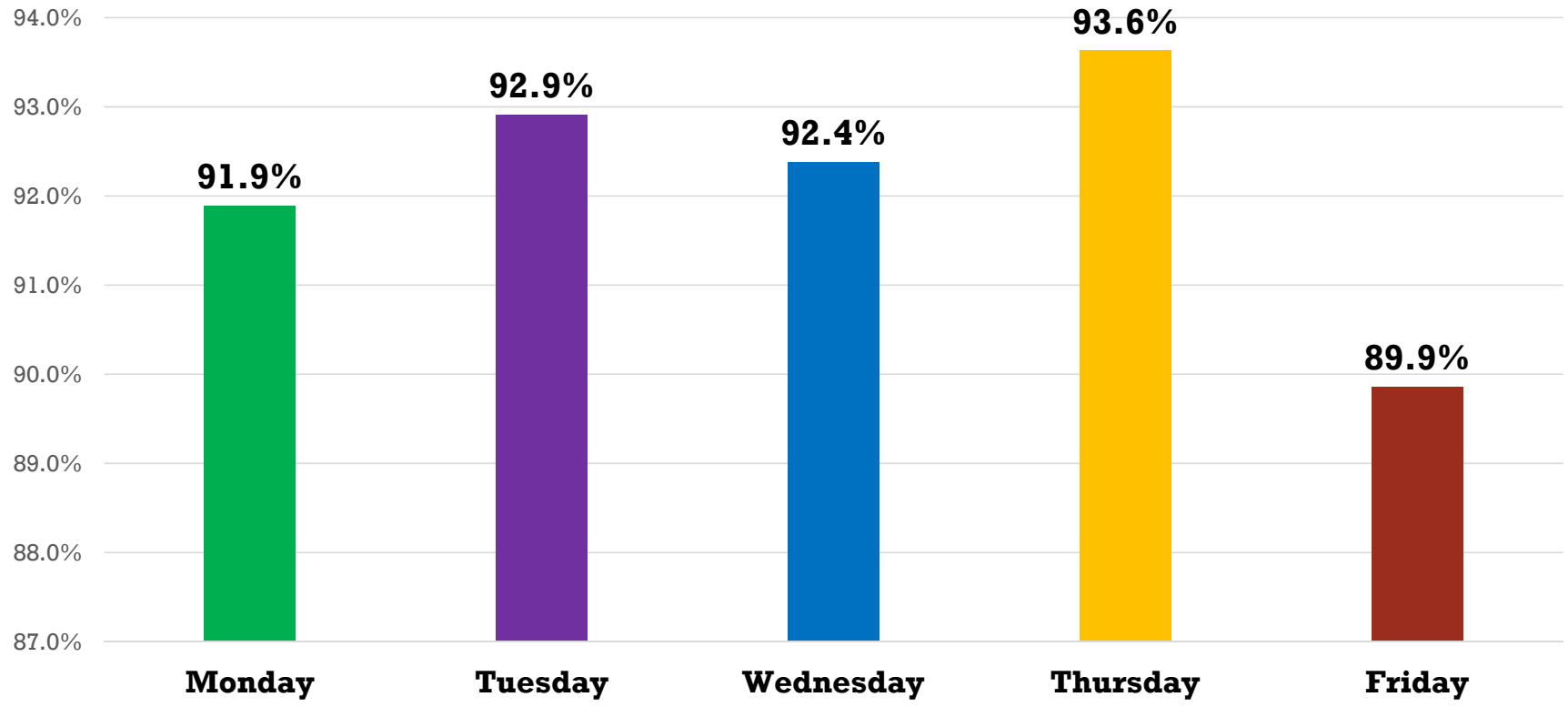


Total Main Absences Reason per Day
- School Full Year -

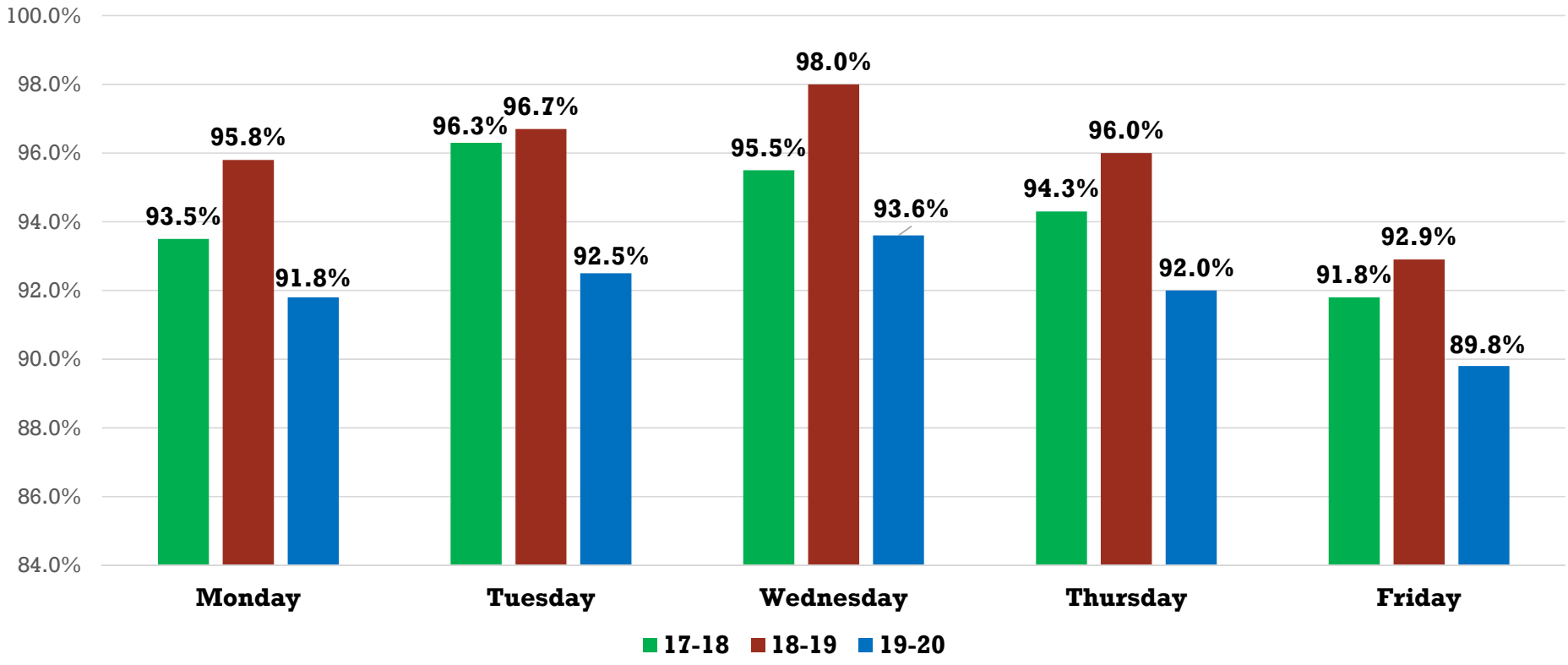


** 19-20 runs through January*

Fill Rate Average per Day
August '19 - January '20

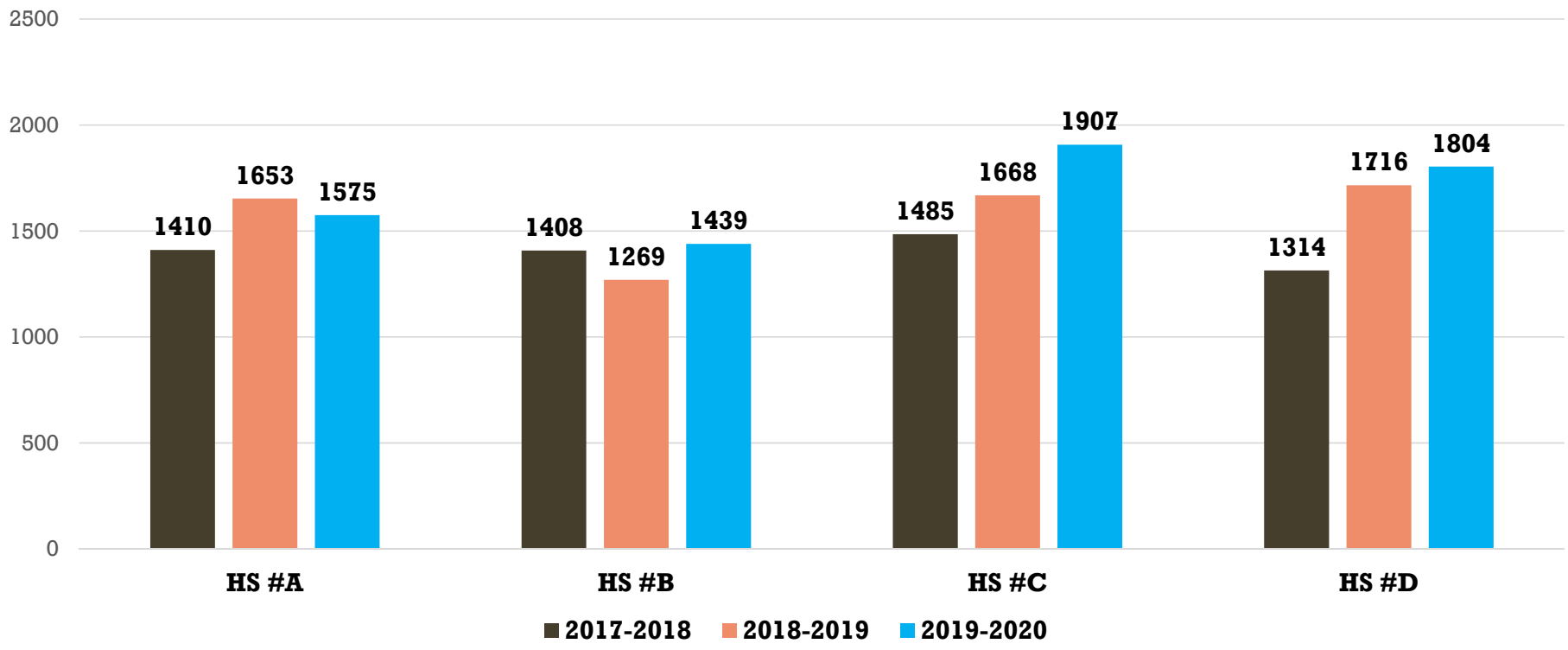


Fill Rate Average per Day
- School Full Year -



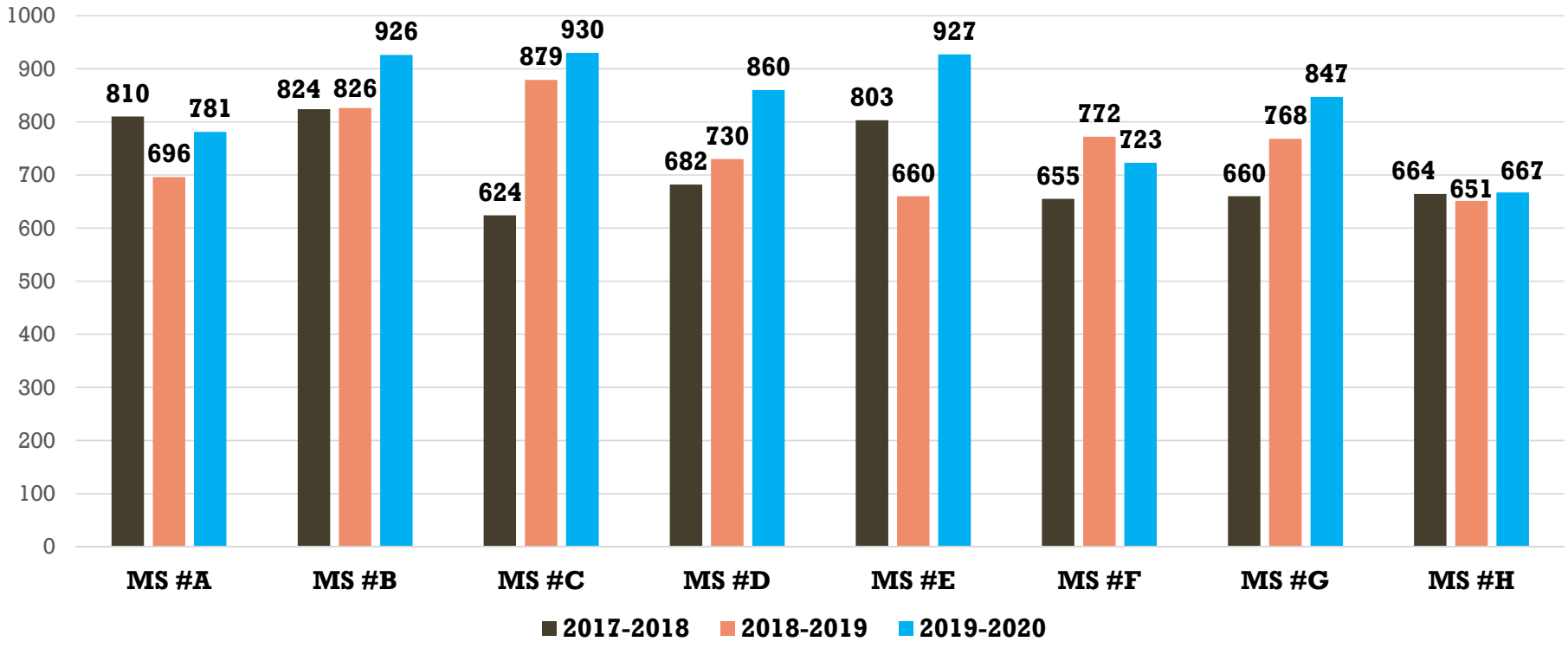
** 19-20 runs through January*

3-Year Comparison of Absences per High School
(August - January)



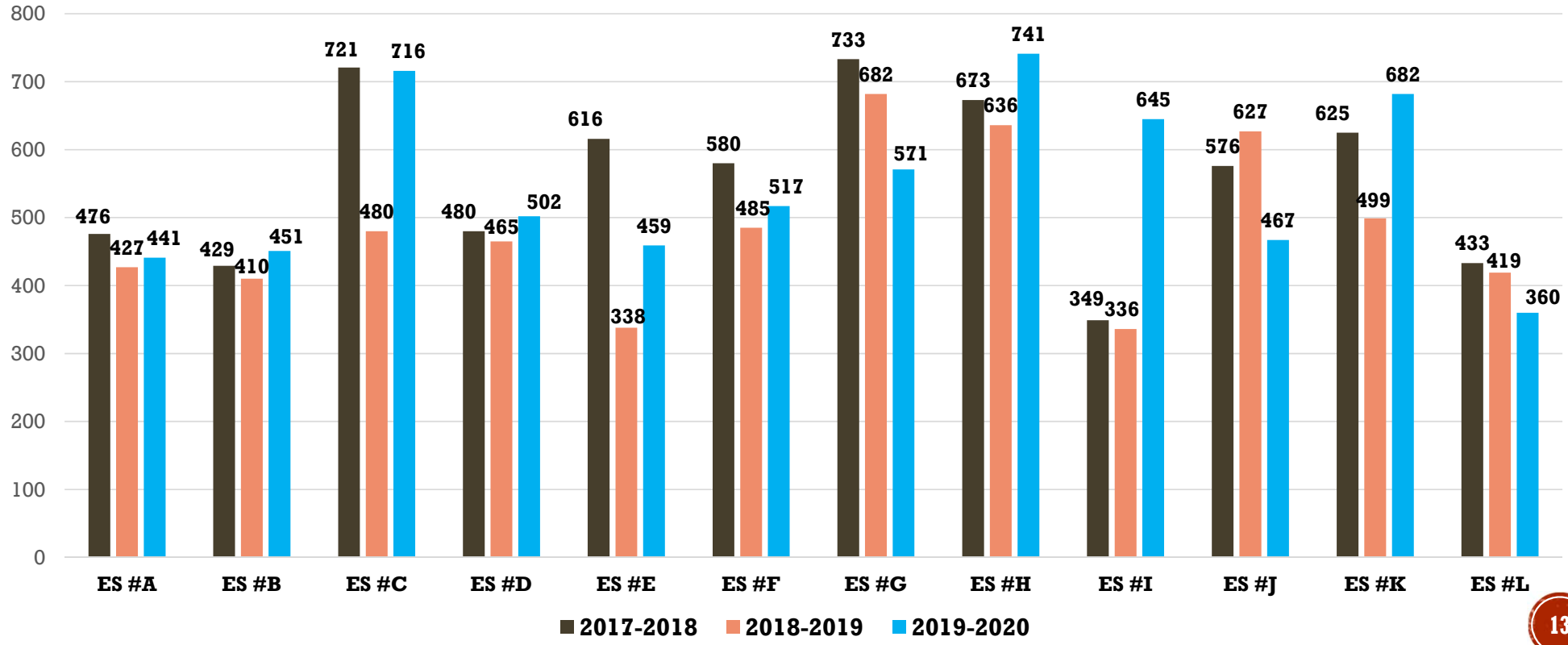
3-Year Comparison of Absences per Middle School

(August - January)



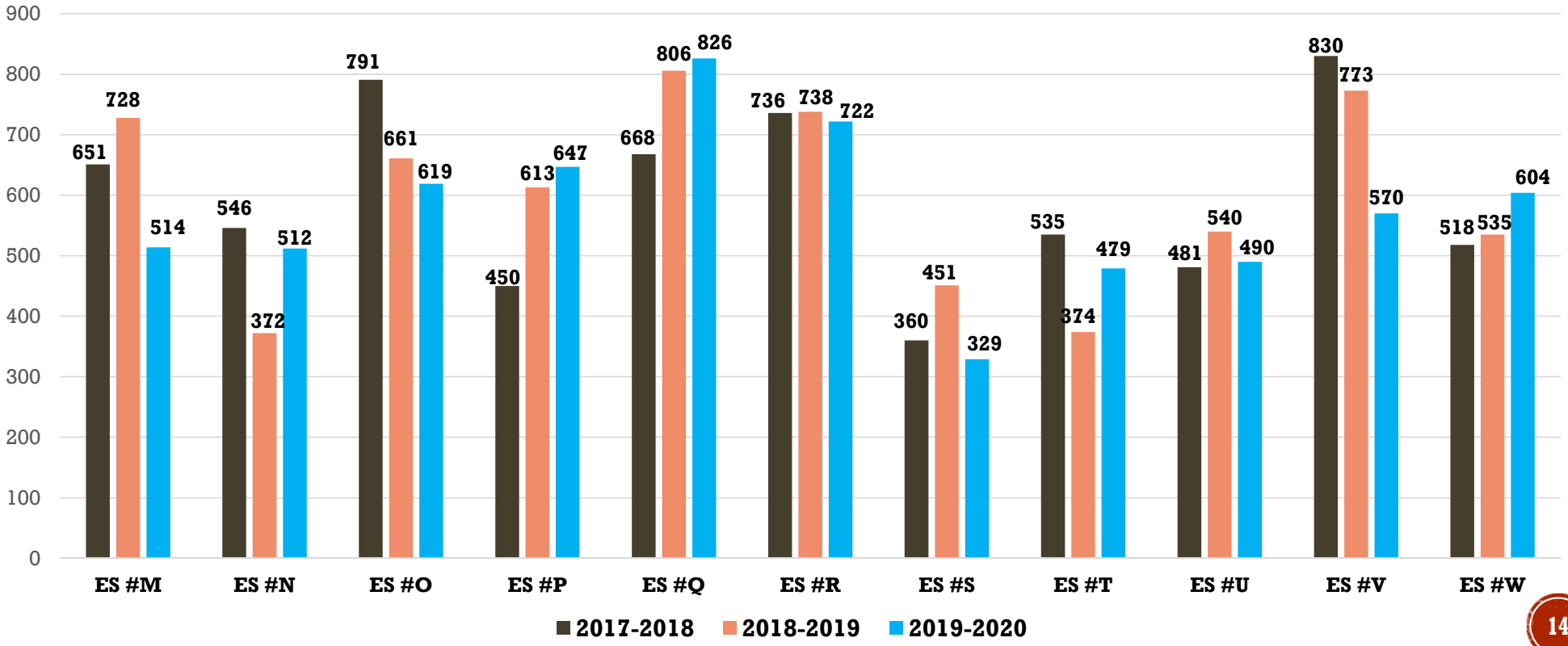
3-Year Comparison of Absences per Elementary School

(August - January)

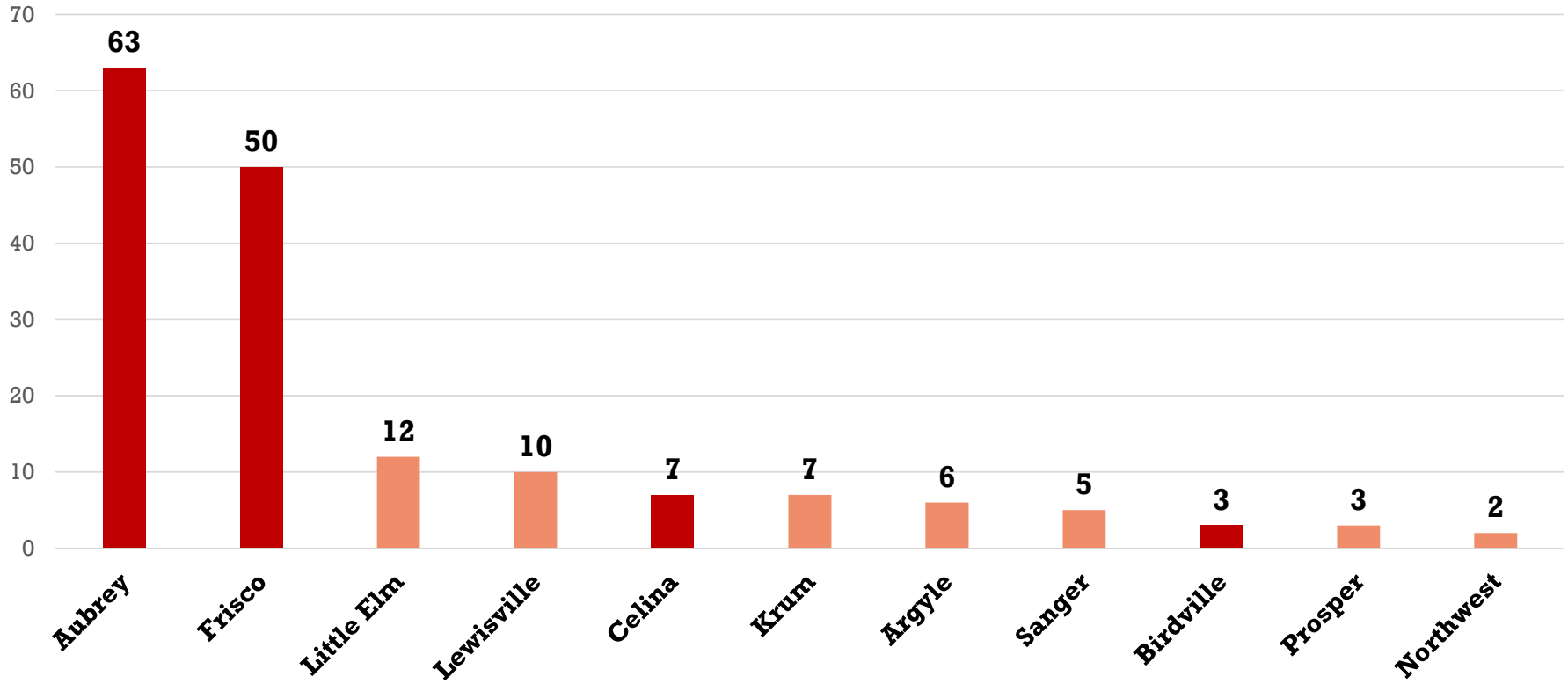


3-Year Comparison of Absences per Elementary School

(August - January)



Denton Subs Working in Other Districts 2019 - 2020



** Districts reporting to ESS*

DENTON ISD SUBSTITUTE PAY RATE *VS* OTHER DISTRICTS

. . . *and* Denton ISD New Proposal

	Allen	Aubrey	Birdville	Carrollton-Farmers Branch	Frisco	Keller	Lewisville	Little Elm	McKinney	Plano	Prosper	Denton ISD (Current Sub Rate)	Denton ISD (Proposed Rate Increase)
BASIC PAY RATES													
Non-Degreed	$100.00	$70.00	$65.00	$100.00	$85.00	$66.00	$90.00	$90.00	$75.00		$85.00	**$70.00**	**$90.00**
Degreed	$100.00	$0.00	$80.00	$100.00	$100.00	$88.00	$90.00	$100.00	$100.00	$100.00	$100.00	**$80.00**	**$100.00**
TX Certified Teacher	$115.00	$85.00	$90.00	$100.00	$110.00	$90.00	$95.00	$110.00	$110.00	$100.00	$120.00	**$90.00**	**$110.00**
Paraprofessionals	$75.00		$60.00	$70.00	$80.00	$66.00				$80.00			
SPECIALIZED PAY RATES (LS/ALS/PABS/Deaf Ed/ISS)													
Non-Degreed & Degreed												**$86.00**	**$106.00**
TX Certified Teacher												**$96.00**	**$116.00**
Paraprofessionals	$80.00												
TRS RETIREES (Teaching Positions Only)													
Non-Degreed			$71.00									**$76.00**	**$96.00**
Degreed			$85.00									**$86.00**	**$106.00**
TX Certified Teacher	$120.00		$96.00	$100.00	$116.82							**$96.00**	**$116.00**
Long-Term Certified					$138.06								
LONG-TERM RATE (Teaching Positions Only)													
Non-Degreed						$76.00			$90.00			**$85.00**	**$105.00**
Degreed	$100.00		$85.00	$100.00		$98.00	$105.00		$115.00	$228.00		**$95.00**	**$115.00**
TX Certified Teacher	$150.00	$100.00	$100.00	$125.00		$100.00	$125.00		$125.00	$228.00		**$105.00**	**$125.00**
Days 1-10					$110.00								
Days 11+					$130.00						$140.00		
ADDITIONAL NOTES								Ms & Fs Xtra $15					