

## Cost Analysis for Medford Public Schools Substitute Staffing with Teachers On Call

Current District Cost	Annualized District Cost – <u>With TOC 24/7</u>	Value Enhancements / Advantages – <u>With TOC 24/7</u>
<p>\$ 94,500 Payroll – substitute teachers<sup>1</sup>  \$ 16,842 Substitutes' Burden – hard costs<sup>2</sup>  \$ 7,088 Substitutes' Burden – soft costs<sup>3</sup>  \$ 5,000 Unemployment Claims <sup>4</sup></p> <p><b>= \$ 123,430</b></p>	<p>\$ 94,500 Your district's substitute Payroll  <b>x 1.26%</b></p> <p><b>= \$ 119,070</b></p> <p><b>+</b>  \$750 One-time set-up fee</p> <p><b>Includes:</b></p> <ul style="list-style-type: none"> <li>■ All payroll</li> <li>■ All burden</li> <li>■ Automation, powered by Aesop</li> </ul>	<p><b>Opportunity Cost Savings</b></p> <ul style="list-style-type: none"> <li>- TOC will ensure all the advantages of the automation and additional services are utilized</li> <li>- TOC can become "responsible" for any sub assignment policy changes the District would like to make</li> <li>- District can reassign payroll, sub-calling staff</li> <li>- District no longer will pay overtime for paras subbing in a combination of positions/areas</li> <li>- Less overtime paid reduces eligibility for TRA/PERA</li> <li>- District will not have to hire a sub in a position after 45 days if a permanent employee hasn't been hired</li> <li>- TOC handles all direct communication with subs, e.g. assignments, re-assignments, conflicts, payroll questions</li> <li>- District enjoys happy substitutes, accruing time toward TOC benefits</li> <li>- District can direct to TOC for employment all laid-off employees who file for unemployment compensation. (TOC subs filing for unemployment are TOC's responsibility)</li> </ul> <p><b>Quality</b></p> <ul style="list-style-type: none"> <li>- TOC backs up the automation, increasing daily sub fill rate to as close to 100% as possible</li> <li>- TOC continues to fill open positions with quality subs</li> <li>- TOC exercises objective hiring practices</li> </ul>

<sup>1</sup> based on est'd 870 students: 5 subs/day (67 teachers x 7% avg. absenteeism/day) x 180 sch. days = 900 sub days x \$105/day = \$94,500 payroll

<sup>2</sup> Burden Hard Costs based on 17.822%: 7.65% FICA, .66% Workers' Comp Insurance, 7% TRA/PERA, .5% Payroll/Direct Deposit, 2% Advertising / Recruiting, .012% Liability

<sup>3</sup> Burden Soft Costs based on 7.50 %: Staff time in each school building for manual sub calling each day, and handling incoming phone calls from substitutes, regarding assignments, re-assignments, conflicts, payroll questions ... Staff time for tracking and recording staff absences, tracking substitutes' time, and handling Substitutes' payroll ...

Time and expense for calculating and verifying payroll for substitutes, advertising, recruiting, and interviewing subs, and maintaining substitute personnel files ... Paper costs

<sup>4</sup> Each unemployment claim your district is subjected to is dollar-for-dollar up to \$17,000/year for 2 years.