

School Board Meeting:

May 23, 2011

Subject:

Substitute Pay Rates for 2011-12

Presenter:

Gary Kawlewski

SUGGESTED SCHOOL BOARD ACTION: Approval

DESCRIPTION:

Recommend keeping sub rates the same for all positions for 2011-12 with the exception of moving food service from \$9.50 to \$9.68 per hour.

Rationale:

Over the last several years we have reviewed our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We raised rates for custodians and ESP's in March of 2010. Those changes assisted us in being able to secure subs in both areas. We don't have statistics for custodial subs at this point. However, we have been able to track our ESP fill rates through AESOP and we have seen our fill rates climb from 95.6% in 2010 to 96.78% for 2010-11. Our teacher fill rates are at 99.2% for 2010-11. This indicates that we are having a high degree of success in filling our sub positions based on the current pay rates.

We are starting to see a bit more of a challenge in finding subs for food service. We are starting to hear that we are a bit low in the area and we want to make sure we are retaining our good substitute employees. To that end, we are proposing that we move our food service sub rate up from **\$9.50 to \$9.68 for 11-12**. We would look to make incremental jumps in each of the next three years to land the target rate somewhere around \$10 per hour for 2013-14. Currently, our sub rate is about 78.6% of the base rate of the Food Service Aide position in our current contract for 10-11. We would propose to index the sub pay rate at 78.6% of the base Food Service Aide position pay rate for the applicable year. The Food Service Aide base rate for 11-12 is \$12.31. 78.6% of that rate would be \$9.68. The pay rate proposal for the 12-13 year would be set as that rate becomes available through contract negotiations. We would review the rate annually but would at least have a basis for determining the rate.

We are also considering a similar concept for custodial sub rates for the 12-13 school year.

ATTACHMENT(S):

1. Substitute pay rates for 2011-12
2. Absence report for 2010-11
3. ESP Substitute Fill Rates graph