

School Board Meeting:

May 22, 2017

Subject:

Substitute Pay Rates for 2017-18

Presenter:

**Gary Kawlewski, Director
Finance and Operations**

SUGGESTED SCHOOL BOARD ACTION:

Recommend approval

DESCRIPTION:

Recommend the following change:

1. Custodial sub rate to move from \$11.55 per hour to \$12.00 per hour
2. ESP sub rate to move from \$11.55 per hour to \$12.00 per hour
3. Clerical sub rate to move from \$11.55 per hour to \$12.00 per hour
4. Food service sub rate to move from \$10.45 per hour to \$12.00 per hour

Rationale:

Annually, we review our substitute pay rates to assure that we are able to appropriately fill our substitute position needs. We also try to be competitive with the surrounding districts as we try to attract substitutes. We raised rates for custodians, ESPs and clerical subs for 2016-17. We continue to be challenged to find a large enough substitute pool to meet our needs. Coupled with that, we see challenges in competing with neighboring districts for subs based on our current rates. Food service rates are just below the average at this point but well below the highest paying rate in the area. It is different for custodial, ESP and clerical subs. In order to get the rates to the average, we would need to pay these subs about the same as our permanent entry level staff and we are not prepared to do so.

We have been able to track our ESP rates through AESOP and we have seen our fill rates peak at 97.9% for 2011-12 for ESPs. However, we have seen a drop in our fill rates for the last five years. Our 2016-17 fill rate dropped the most it has since we have been tracking it and we are now at 65.5%. The majority of this, we believe, is due to the economy picking up and other employment opportunities being available. Some is likely attributable to not having enough highly qualified subs for ESPs. Some of it is also connected to more sub opportunities as a result of recent law changes creating more use of leave provisions. We are bolstering our training efforts to increase the pool of subs. We believe the change in the rate makes us more competitive but we also believe the rate is not the major factor in the decline in ESP fill rates. We don't have statistics for custodial or food service subs at this point for fill rates since those subs are not hired using the AESOP program. However, we routinely run short on the needed amount of subs for custodial staff.

In 2011-12, we started to index our custodial and food service sub pay rates to a percentage of the previous year's Permanent Part-time Custodian rate for custodians and indexing the food service sub pay rate at a percentage of the previous year's step 1 Food Aide rate. We also look at our other contracts to ensure we have a similar relationship between our sub rates and our base pay for our permanent employees.

We will continue to monitor our fill rates to determine if further changes in sub pay rates are needed down the road. We will continue to index our sub pay rates to our current master agreement pay rates.

We are still in the process of reviewing substitute teacher pay rates and so are not making a recommendation for changes in those rates at this time. We may come back at the June 26th board meeting with a recommendation for possible changes to the substitute teacher pay rates.

ATTACHMENT(S):

1. Substitute pay rates for 2017-18
2. ESP Fill Rates graph 2016-17