

School Board Meeting:

May 27, 2014

Subject:

Substitute Pay Rates for 2014-15

Presenter:

Gary Kawlewski

SUGGESTED SCHOOL BOARD ACTION: Approval

DESCRIPTION:

Recommend the following changes:

Custodial sub rate to move from \$10.65 per hour to \$11.00 per hour

Food Service sub rate to move from \$10.30 per hour to \$10.45 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, ESP's, and food service for 2013-14. We don't have statistics for custodial or food service subs at this point for fill rates. We are seeing challenges in competing with neighboring districts for custodial subs. We are moving the food service rate to continue to be competitive with the market. We have been able to track our ESP fill rates through AESOP and we have seen our fill rates peak at 97.9% for 2011-12. However, we have seen a slight drop in our fill rates for the last two years down to 92.0%. Some of this is due to the economy picking up and other employment opportunities being available. Some is attributable to not having enough highly qualified subs for ESP's. We are bolstering our training efforts to increase the pool of subs. We believe the rate is competitive and is not a factor in the minor decline in ESP fill rates.

In 2011-12, we started to index our custodial sub pay rate to a percentage of the previous year's Permanent Part-time custodian rate and index 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 have surveyed surrounding districts and are seeing that we are a bit low in all of the rates recommended for change above. Including the proposed changes above, we will be around the average of the schools we surveyed in all sub areas except custodial where we would still be a little bit below the average.

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.

ATTACHMENT(S):

1. Substitute pay rates for 2014-15
2. ESP Fill Rates graph 2013-14