

Human Resources

To: Members of the Board of Education

From: Kin Shuman, Director of Human Resources

Date: October 13, 2021

Subject: **REQUESTS TO APPROVE REVISED CLASSIFIED SUBSTITUTE PAY RATE AND REVISED CERTIFIED SUBSTITUTE PAY RATES**

Staff requests approval of the following:

1. A change of pay rates for certified (teachers) substitutes to the prior “COVID” rates approved by the Board in 2020 and rescinded in 2021. Due to the number of teachers absent coupled with the lack of available substitutes, many substitute assignments are going unfilled. The rates requested are as follows:

<u>SUB CATEGORY</u>	<u>CURRENT RATES</u>	<u>PROPOSED RATES</u>
Up to 30 days	\$120/day	\$200/day
31 days or more	\$135/day	\$215/day
PERA/Elizabeth Retirees	\$140/day	\$220/day
Long Term Subs	\$150/day	\$230/day

In addition, approval is requested to increase the hourly rate paid to our teachers who substitute for other teachers from \$30 per hour to \$40 per hour.

2. A change in the pay rate for certain classified substitutes to reflect the increased need for substitutes in pay columns A and D (attached). This request also reflects the high absentee rates for employees in these positions coupled with a lack of available substitutes. Currently, substitutes are paid on step 0 in their respective pay column. This recommendation would pay substitutes in columns A and D at step 10. The change would increase the pay of substitutes in column A by \$2.00 per hour and column D by \$2.55 per hour.