



**TO:** Members of the Board of Education  
**FROM:** Kin Shuman, Director of Human Resources  
**DATE:** October 7, 2020  
**SUBJECT: Temporary Substitute Teacher Pay Recommendation**

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As a result of a loss of qualified substitute teachers due to COVID-19 coupled with substantial increases to substitute pay by some large local districts, Human Resources requests Board approval for the following proposed rates of pay for Elizabeth Schools' substitute teachers through December 31, 2020:

<u>SUB CATEGORY</u>	<u>CURRENT RATES</u>	<u>PROPOSED RATES OCT-DEC 2020</u>
Up to 30 days	\$100/day	\$200/day
31 days or more	\$115/day	\$215/day
PERA/Elizabeth Retirees	\$120/day	\$220/day
Long Term Subs	\$130/day	\$230/day

In addition, approval is requested to increase the hourly rate paid to our teachers who substitute for other teachers from \$20 per hour to \$40 per hour. This change would also be effective through December 31, 2020.

Cc: Douglas Bissonette