



TO: Members of the Board of Education
FROM: Kin Shuman, Director of Human Resources
DATE: September 24, 2020
SUBJECT: Temporary Substitute Teacher Pay Recommendation

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

The rates will return to their normal rates in January. We will reevaluate this proposal in December to determine if the new temporary rates should be extended.

Cc: Douglas Bissonette
Ron Patera