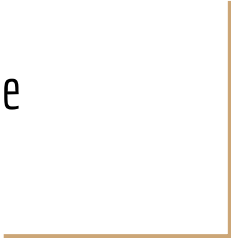


# Substitute Staffing & Rates

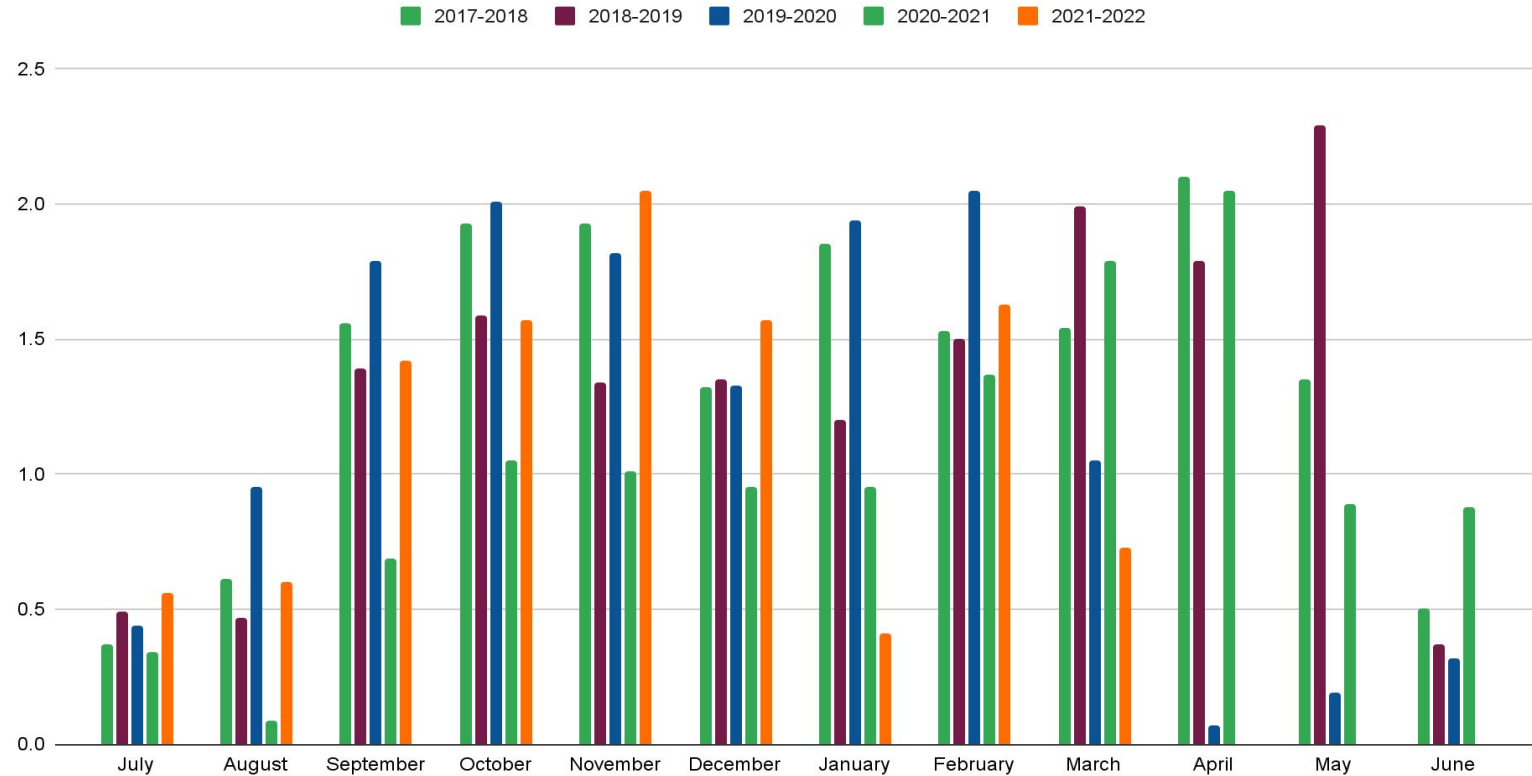
North Boone  
Business Committee  
May 2022



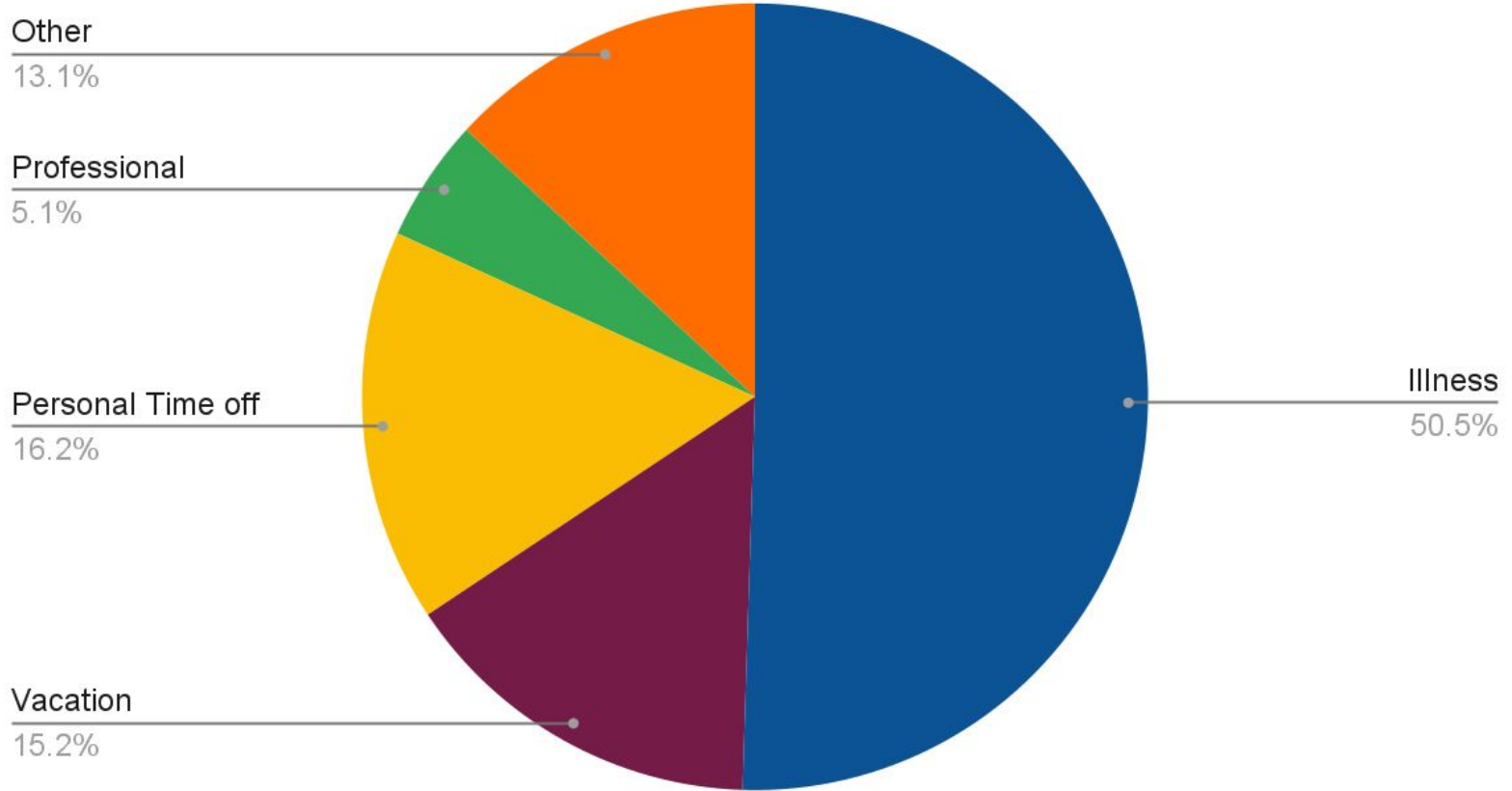
# Substitute Data

The average number of days absent per employee for a given month.

## Average Days Absent



# 2021-2022 Reasons for absences

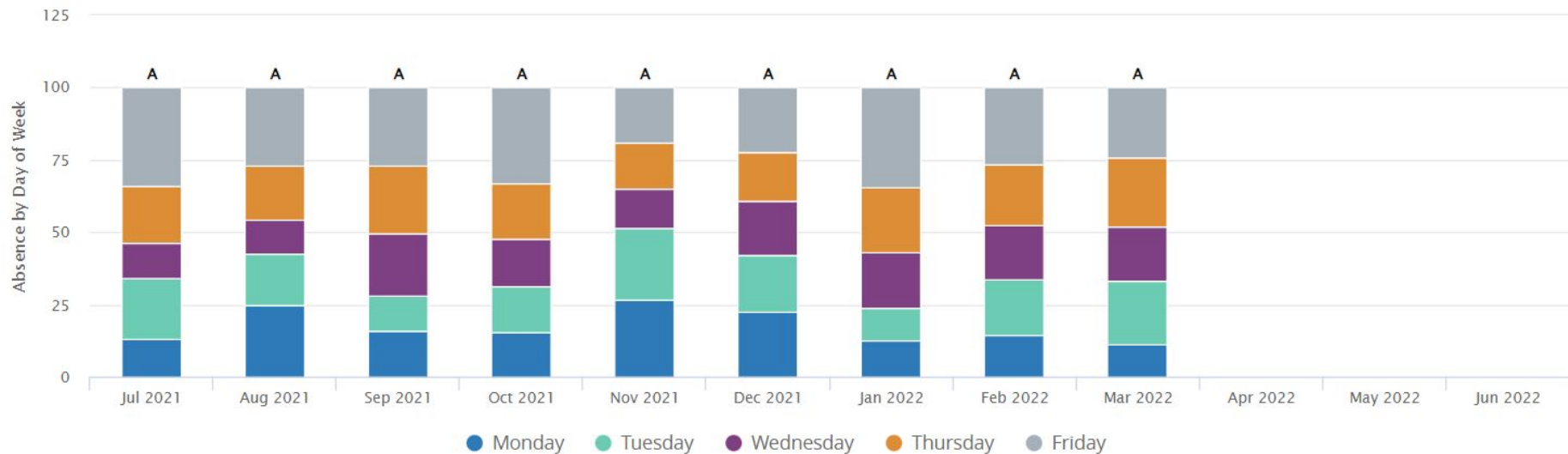


## Absence by Day of Week

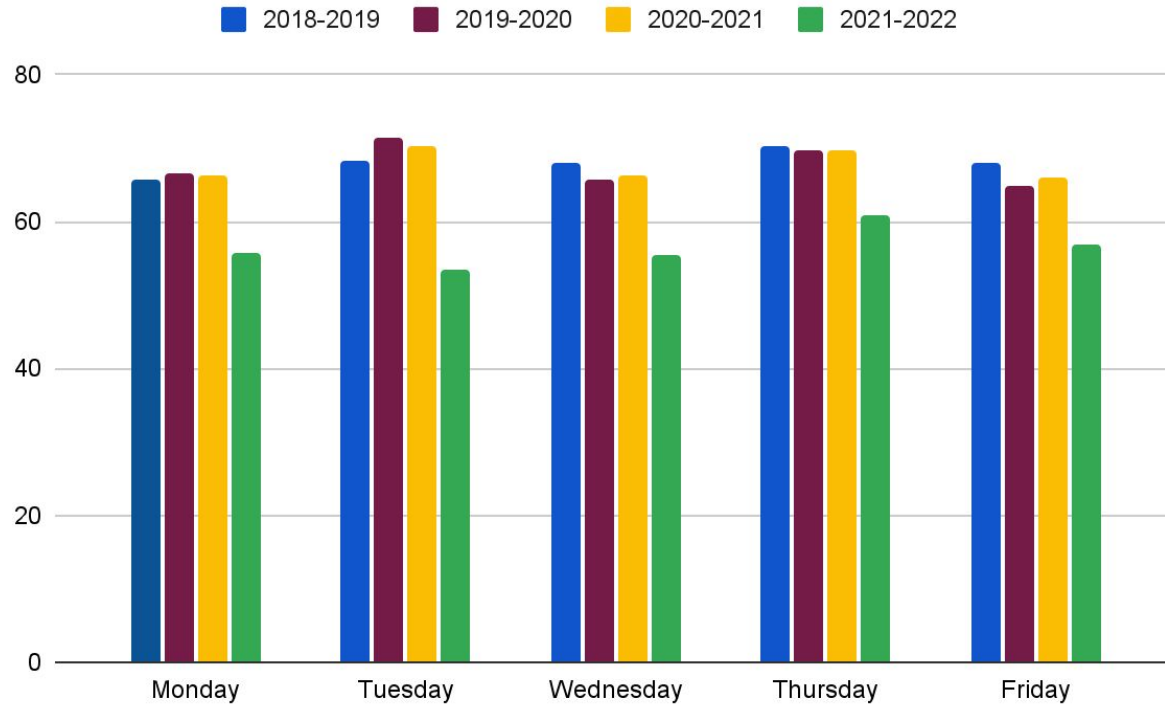
Per Employee

The average number of days absent per employee for a given month, based on day of the week. [Learn More >](#)

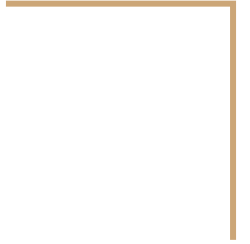
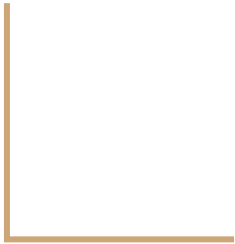
**Insight:** You can prioritize your absence management efforts by targeting days with the highest number of absences. Try to avoid scheduling activities that will pull teachers out of the classroom on your historically high-absence days.



# Average Sub Fill Rate by Day



# Substitute Pay Rates



# Proposed Rates

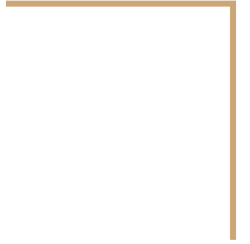
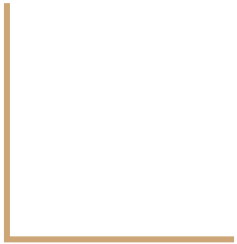
		2021-2022
Custodian – per hour (w/out IMRF).....	\$13.96	(\$13.26)
Food Service (cook/lunch assistant) – per hour (w/out IMRF).....	\$14.01	(\$12.03)
Secretary – per hour (w/out IMRF).....	\$13.52	(\$12.82)
Substitute Nurse (w/out IMRF).....	\$22.44	(\$2174)
Substitute Teacher (certified position) daily rate (including TRS).....	\$105.00	(\$105.00)
Substitute Teacher (long-term certified position) (including TRS) .....	\$125.00	(\$125.00)
(15 or more consecutive days in the same assignment)		
Substitute Teacher (North Boone Retired Teacher - certified position)		
daily rate.....	\$125.00	(\$125.00)
Substitute Teacher (North Boone Retired Teacher - long-term certified position)		
(15 or more consecutive days in the same assignment).....	\$140.00	(\$140.00)
Substitute Teaching Assistant (non-certified position) – per hour.....	\$13.32	(\$12.62)

\*Increases same as NBESS base pay in contract

\*Transportation Sub Rates are included with the Transportation pay



# Substitute Incentives



# Incentive for working more days in a year

A one time bonus will be given in June for any substitute works the following:

25-50 days: \$50 bonus

50-74 days: \$100 bonus

More than 75 days: \$200 bonus

# Day of Bonus

\*Staff that fill a job that was posted after 12:01 am on the date of the job will receive a bonus

\*Bonus will be determined quarterly

\*5 jobs taken the day of the job will receive a \$50 bonus

# Staff Referral

\*Extend the staff referral to substitute openings as well.

\*Any staff member that refers a substitute and that substitute works more than 10 days in the school year will be eligible for \$100 bonus to the referring staff member



# Questions or Opportunities

