

Substitute Staffing & Rates

**Business Services Committee Meeting
July 16, 2019**

Substitute Data from 2018-2019 School Year

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

Average Days Absent

Per Employee

The average number of days absent per employee for a given month. [Learn More >](#)

Insight: Higher-than-average employee absences can be an indicator of school or district culture or scheduling challenges, like professional development requests. Dig deeper into your absence trends by employee type, location and absence reason to learn more.



Absences by Reason

North Boone Cmty Unit SD 200

The average reasons why employees were absent for a given month. [Learn More >](#)

Insight: Understanding the cause of employee absences can help you to address the root issue, such as employee wellness, lack of engagement or professional development scheduling.

45%

Illness



16%

Vacation



16%

Personal Time Off



9%

Unexcused Absence



14%

All Others



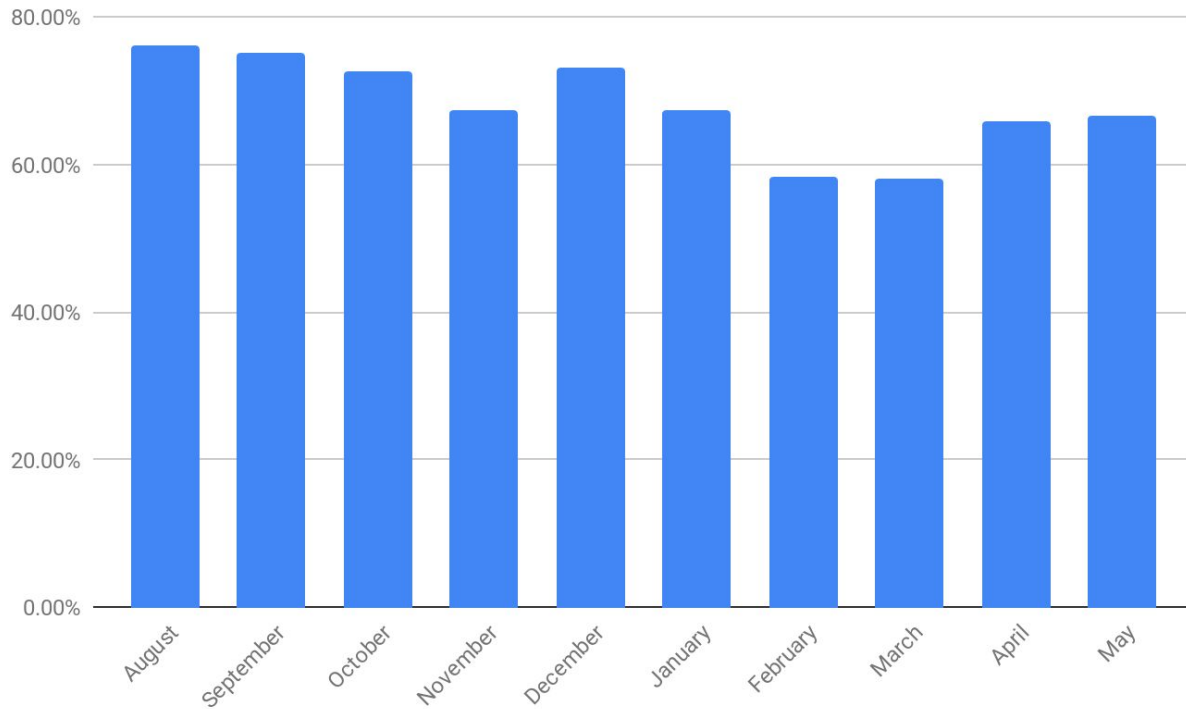
[Hide Monthly Detail Graphs](#) —

68.08%

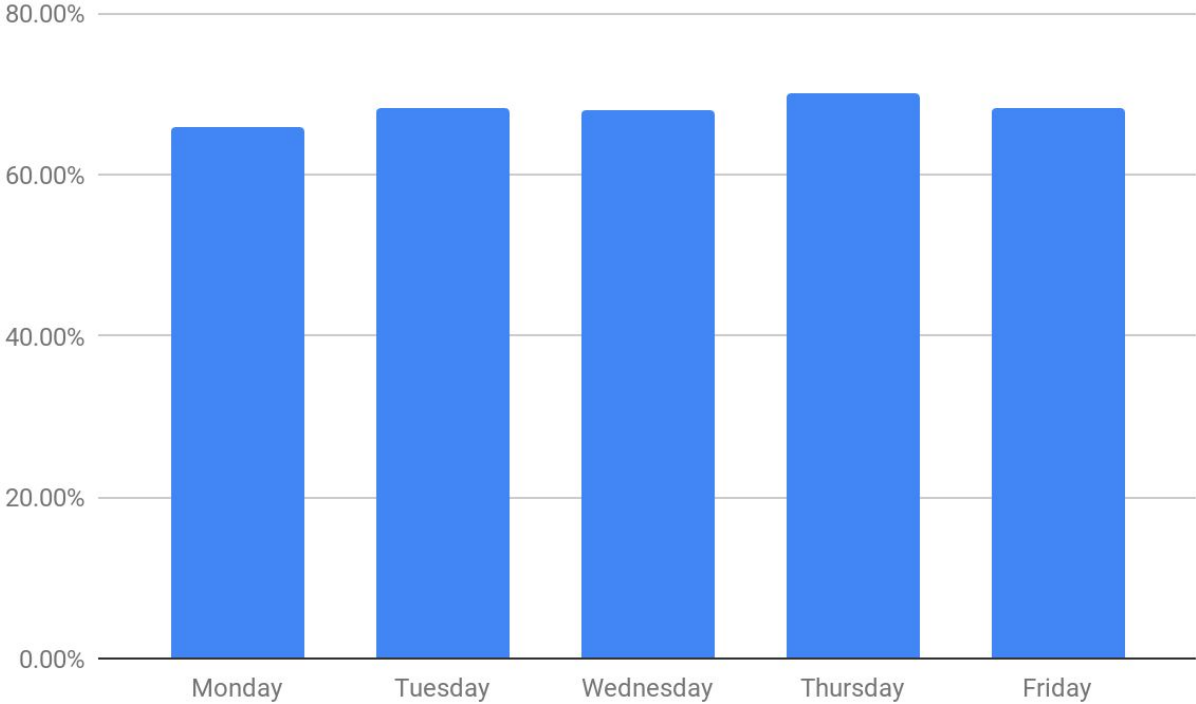


Average Sub Fill Rate for the 2018-2019 school year

Average Sub Fill Rate by Month



Average Sub Fill Rate by Month



Average Fill Rate by Lead Time

North Boone Cmty Unit SD 200

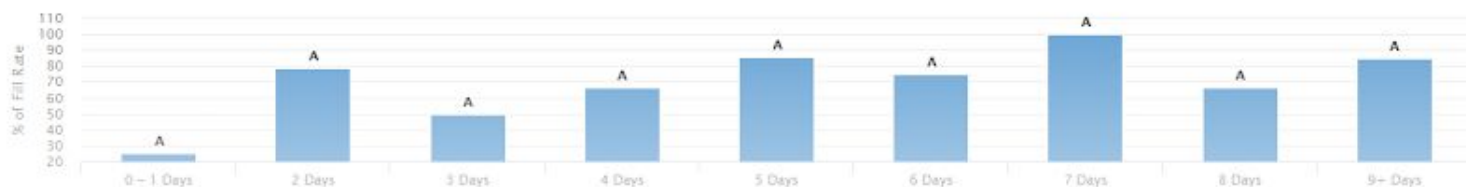
The percentage of absences filled by substitutes in relation to the number of days an absence was made available. [Learn More >](#)

Insight: On average, the shorter the lead time, the lower the fill rate. Communicate the need for employees to enter absences in advance, particularly for planned absences like professional development.

June
2019



May
2019



[Show Monthly Detail Graphs +](#)

Substitute Staffing Agencies

Staffing Agencies

*Kelly Staffing

*Insight Staffing

Substitute Pay Rates

Current Rates

Bus Assistant – per hour.....	\$10.25 (Increase at May 2019 BOE Meeting)
Custodian – per hour.....	\$11.76
Food Service (cook/lunch assistant) – per hour.....	\$9.50
Secretary – per hour.....	\$10.00
Substitute Nurse.....	\$20.00
Substitute Teacher (certified position) daily rate (including TRS).....	\$90.00
Substitute Teacher (long-term certified position) (including TRS)	\$110.00
(15 or more consecutive days in the same assignment)	
Substitute Teacher (North Boone Retired Teacher - certified position)	
daily rate.....	\$110.00
Substitute Teacher (North Boone Retired Teacher - long-term certified position)	
(15 or more consecutive days in the same assignment).....	\$125.00
Substitute Teaching Assistant (non-certified position) – per hour.....	\$11.00
Substitute Bus Driver – (route)	\$26.00
Substitute Bus Driver – (hourly)	\$12.50

Next Steps

*Substitute Pay Rates will be added to the
July Board of Education Meeting