

ATTACHMENT NO. IX-A: Substitute Pay Scales

Potential motion: Approve the substitute pay scales and incentives presented for the FY22 school year.

Recommended action: Approve the motion

It is recommended to increase the substitute pay rates below. These pay rates were increased in coordination with the base pay of the contract.

Custodian – per hour	\$ 13.26
Food Service (cook/lunch assistant) – per hour	\$ 12.03
Secretary – per hour	\$ 12.82
Substitute Nurse	\$ 21.74
Substitute Teacher (certified position) daily rate (including TRS).....	\$ 105.00
Substitute Teacher (long-term certified position) (including TRS)	\$125.00
(15 or more consecutive days in the same assignment)	
Substitute Teacher (North Boone Retired Teacher - certified position)	
daily rate.....	\$125.00
Substitute Teacher (North Boone Retired Teacher - long-term certified position)	
(15 or more consecutive days in the same assignment)	\$140.00
Substitute Teaching Assistant (non-certified position) – per hour	\$ 12.62

Incentives

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


25-50 days: \$50 bonus

50-74 days: \$100 bonus

More than 75 days: \$200 bonus

Day of Bonus: Any substitute that fills a job that is posted after 12:01am on the date of the job will receive a bonus. The substitute will be eligible for the \$50 bonus after 5 day of jobs are accepted. These bonuses are determined on a yearly basis.

Substitute Referral Program: Any NB staff members that refers a substitute to North Boone and that substitute works more than 10 days in the school year will be eligible for a \$100 bonus to the referring NB staff member.

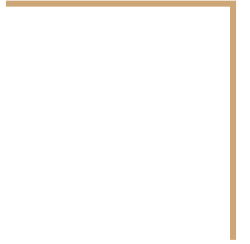
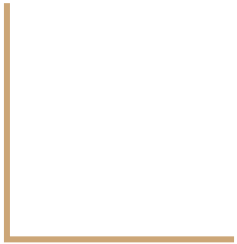


Substitute Staffing & Rates

North Boone Board of Education Meeting
May 2021 & June 2021
Business Committee
June 2021

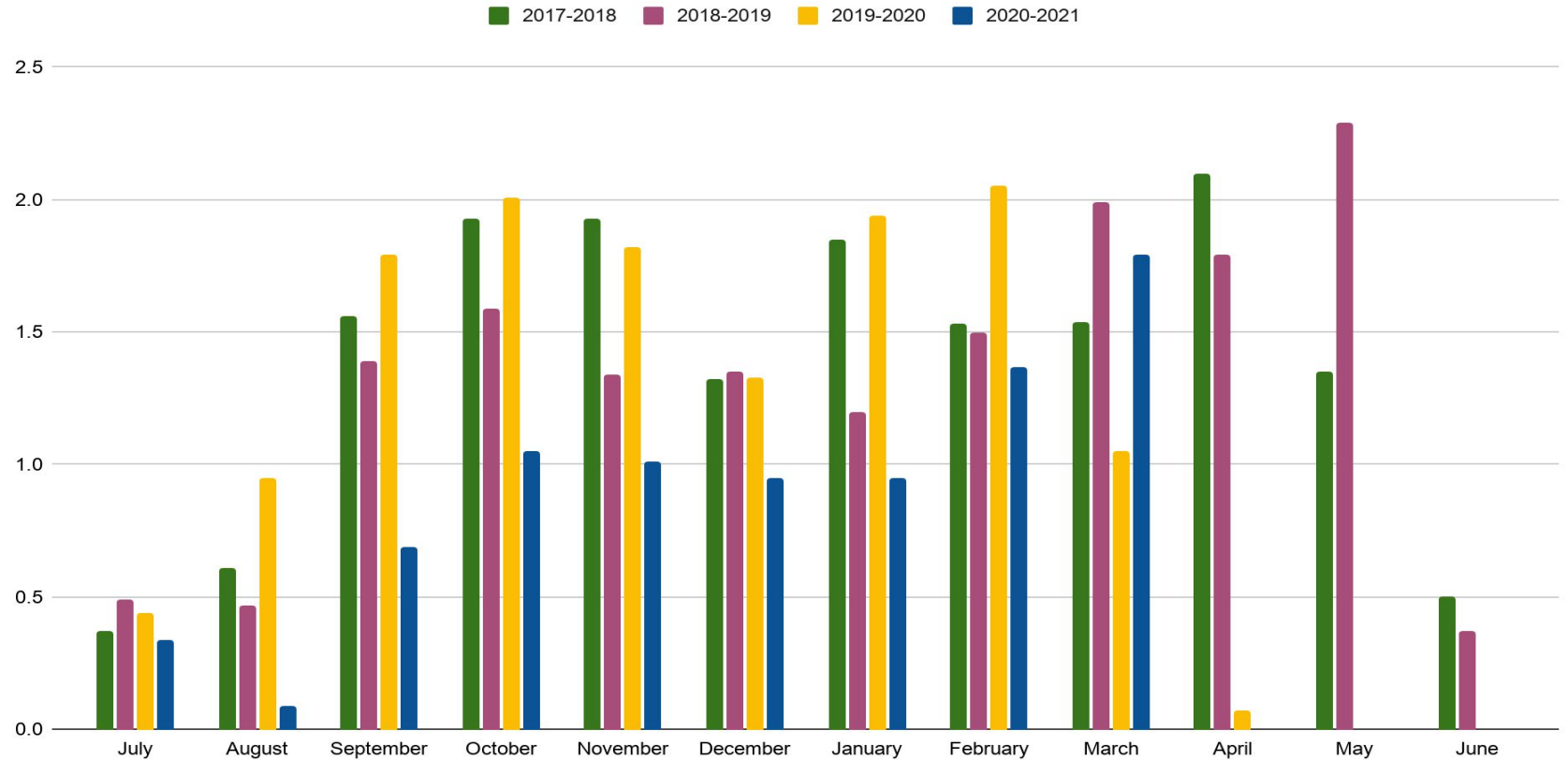


Substitute Data

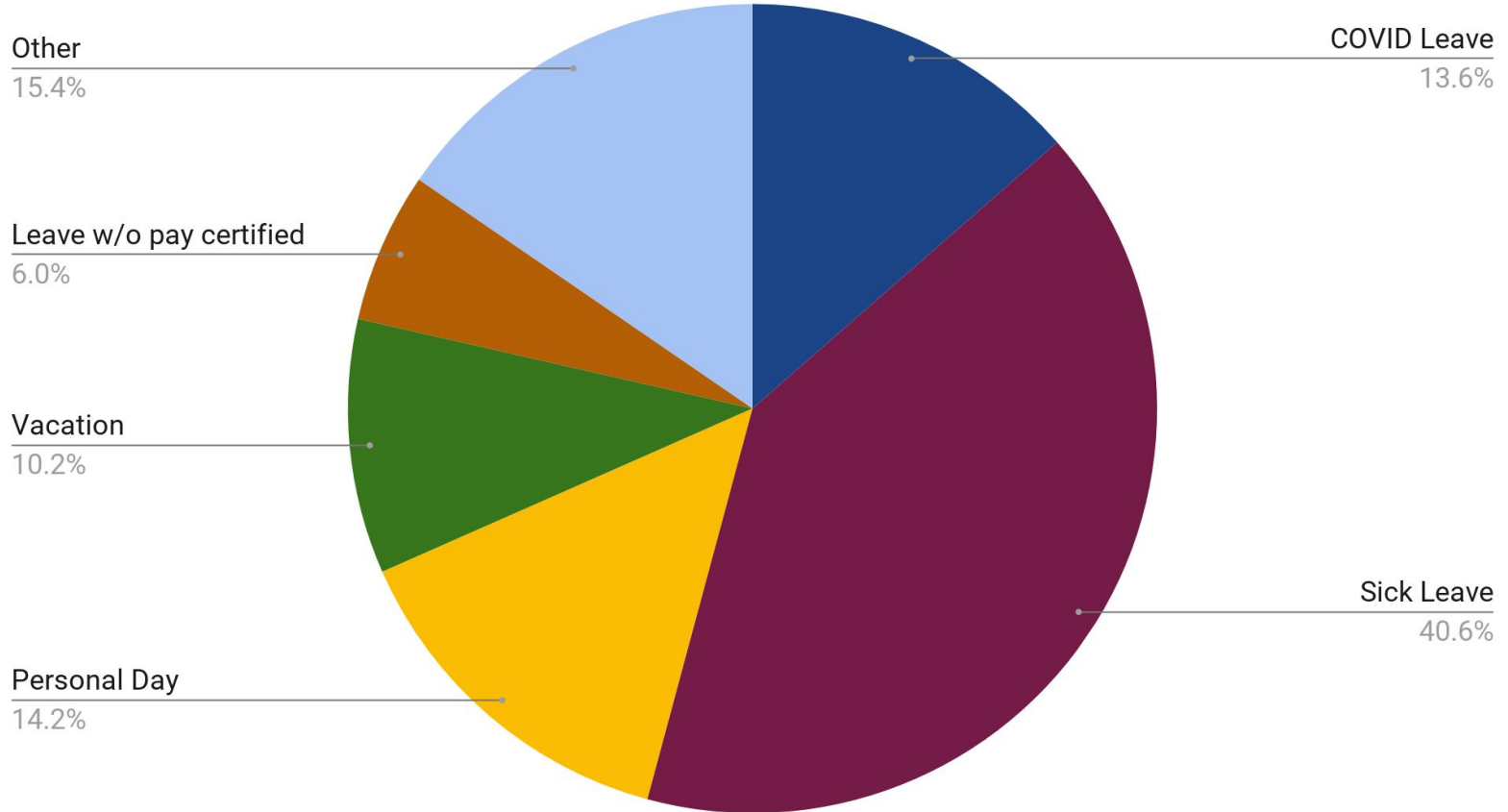


The average number of days absent per employee for a given month.

Average Days Absent



2020-2021



55.4%

Average Sub Fill Rate for the 2020-2021 school year

*68.08% average sub fill rates for 2018-2019 school year

*71.11% average sub fill rates for 2019-2020 school year

Year	Total Absences	Sub needed	Filled	Unfilled	% of positions filled
2019-2020	4,132	2,887	2,006	881	71.1%
2020-2021	3,217	1,330	842	405	55.4%

45.15%

Paraprofessional fill rate for August 2020-April 2021

446 absences needing a sub

241 filled

205 not filled

*40.81% fill rate in 2018-2019 school year

*45.88% fill rate in 2019-2020 school year

80.85%

Teacher fill rate for August 2020 - April 2021

618 absences needing a sub

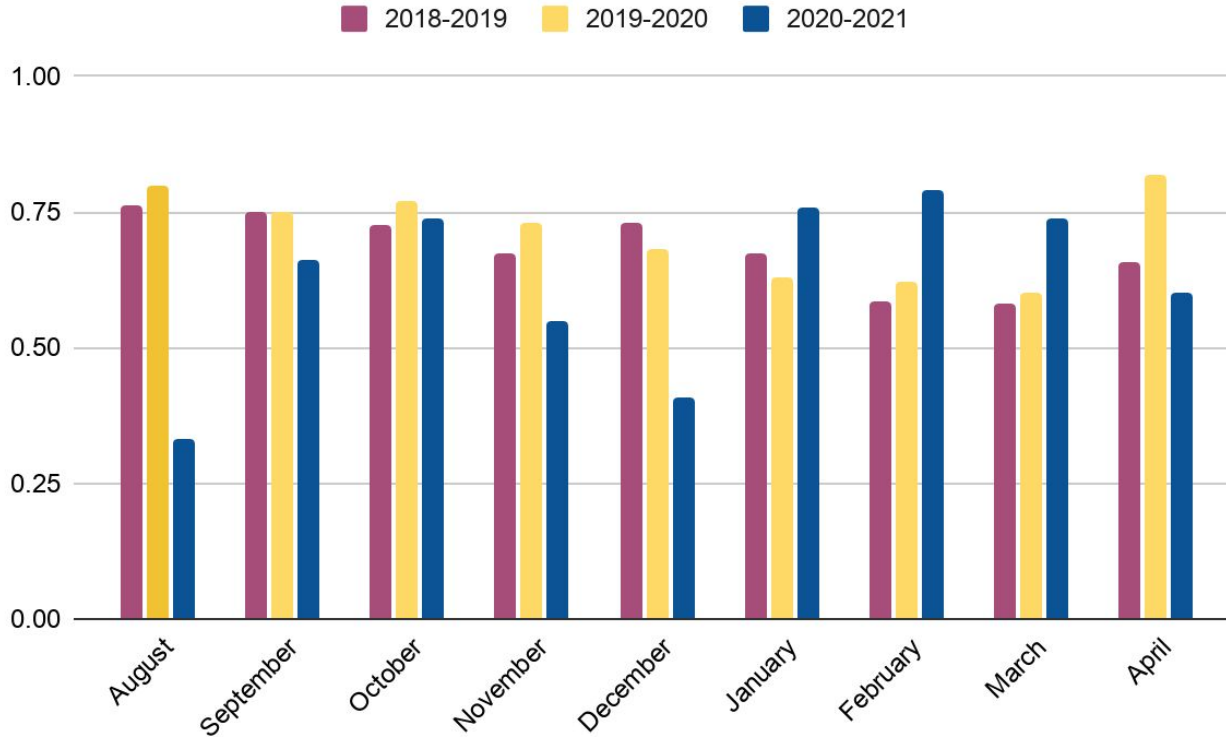
507 filled

111 not filled

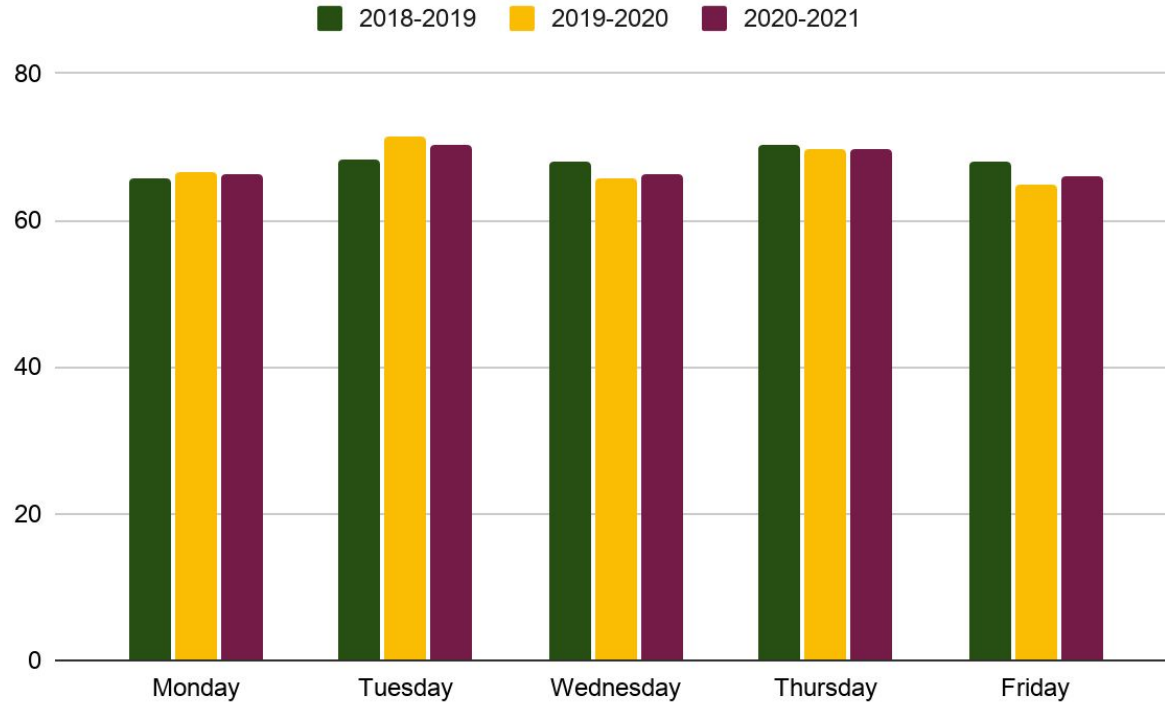
*85% fill rate in 2018-2019 school year

*86.25% fill rate in 2019-2020 school year

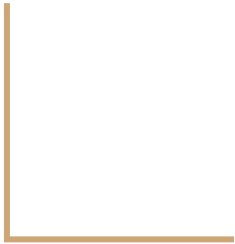
Average Sub Fill Rate by Month



Average Sub Fill Rate by Day



Substitute Pay Rates



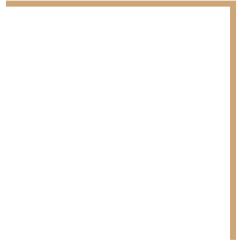
Proposed Rates

		2019-2020
Custodian – per hour (w/out IMRF).....	\$13.26	(\$12.56)
Food Service (cook/lunch assistant) – per hour (w/out IMRF).....	\$12.03	(\$11.33)
Secretary – per hour (w/out IMRF).....	\$12.82	(\$12.12)
Substitute Nurse (w/out IMRF).....	\$21.74	(\$21.04)
Substitute Teacher (certified position) daily rate (including TRS).....	\$105.00	(\$100.00)
Substitute Teacher (long-term certified position) (including TRS)	\$125.00	(\$120.00)
(15 or more consecutive days in the same assignment)		
Substitute Teacher (North Boone Retired Teacher - certified position)		
daily rate.....	\$125.00	(\$120.00)
Substitute Teacher (North Boone Retired Teacher - long-term certified position)		
(15 or more consecutive days in the same assignment).....	\$140.00	(\$135.00)
Substitute Teaching Assistant (non-certified position) – per hour.....	\$12.62	(\$11.92)

*Increases same as NBESS base pay in contract

*Transportation Sub Rates were approved 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

	25-50	50-75	More than 75
2019-2020	4	4	4
2020-2021	7	0	0

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

-4 staff are eligible for this bonus in 2020-2021

-\$750 bonus was given in 2019-2020

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

Actions to increase substitute fill rates

1. Encourage staff to call early in regards absences
2. Encourage schools and staff to leave detailed plans- Substitutes will have a great experience and want to come back.
3. Days worked bonus
4. Utilize staff from other departments to sub when available