

ATTACHMENT NO. X-F: Substitute Pay Scales

Potential motion: None

Recommended action: Informational

It is recommended to increase the substitute pay rates in coordination with the base pay of the contract. This will be presented again in June for approval.

Custodian – per hour	\$ 13.96
Food Service (cook/lunch assistant) – per hour	\$ 13.00
Secretary – per hour	\$ 13.52
Substitute Nurse	\$ 22.44
Substitute Teacher (certified position) daily rate (including TRS).....	\$ 120.00
Substitute Teacher (long-term certified position) (including TRS)	\$130.00
(15 or more consecutive days in the same assignment)	
Substitute Teacher (North Boone Retired Teacher - certified position)	
daily rate.....	\$130.00
Substitute Teacher (North Boone Retired Teacher - long-term certified position)	
(15 or more consecutive days in the same assignment).....	\$155.00
Substitute Teaching Assistant (non-certified position) – per hour	\$ 13.32


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

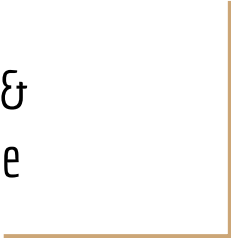
Day of Bonus: Any substitute that fills a job that is posted after 12:01 am on the date of the job will receive a bonus. The substitute will be eligible for the \$50 bonus after 5 day of jobs are accepted. These bonuses are determined on a yearly basis.

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.

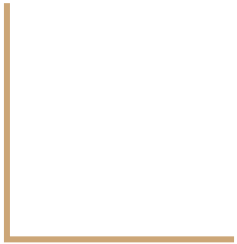


Substitute Staffing & Rates

North Boone
Board of Education &
Business Committee
May 2022

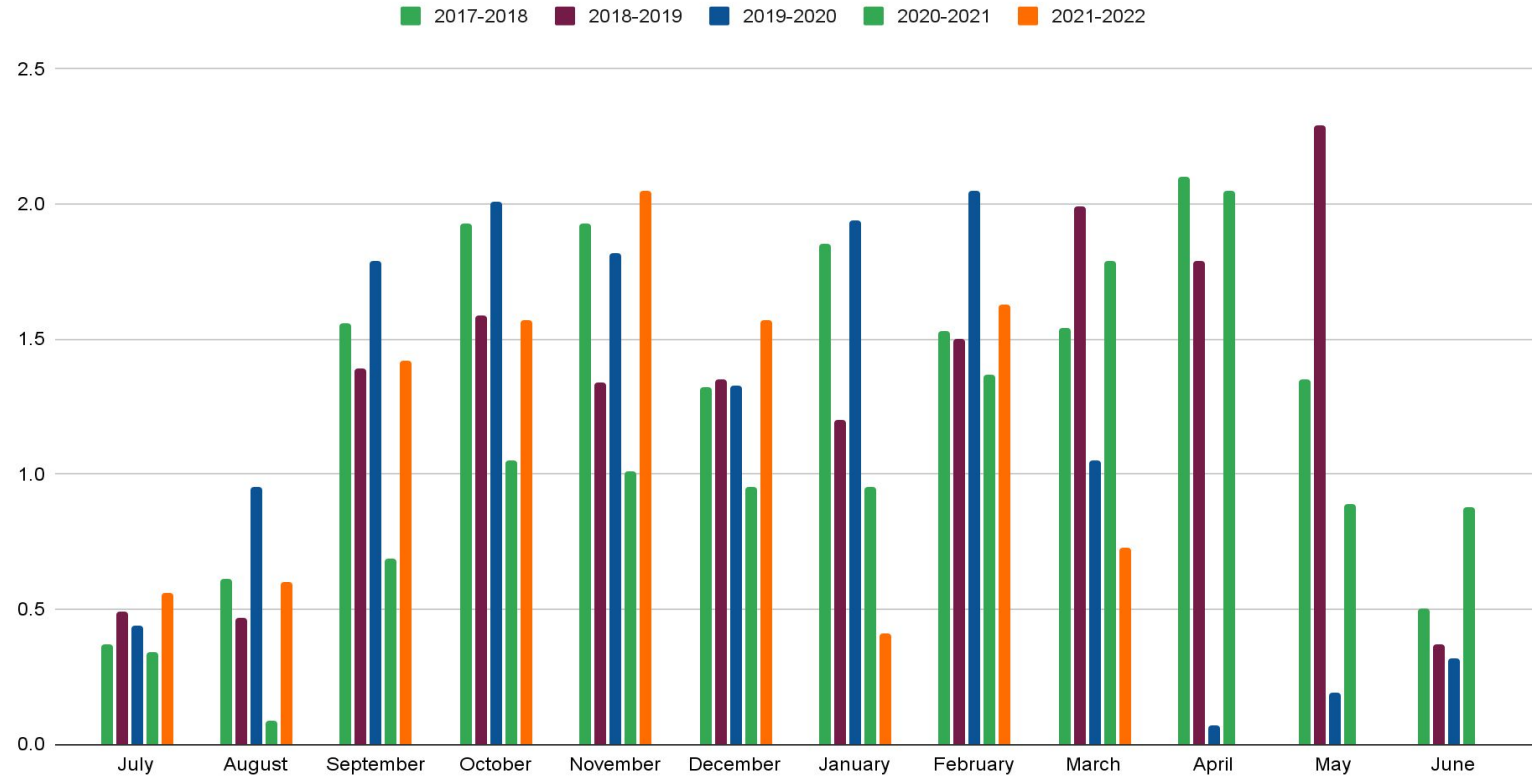


Substitute Data



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

Average Days Absent

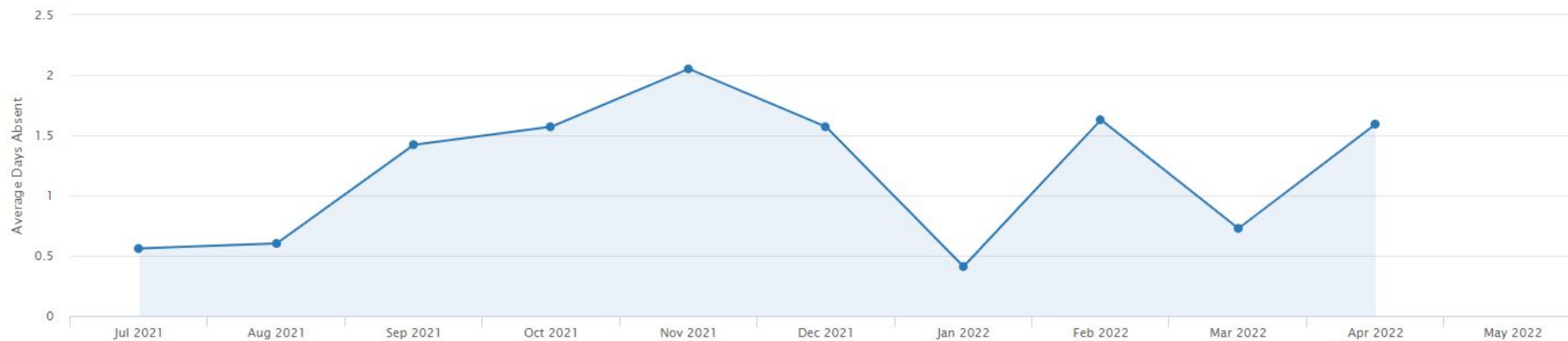


Average Days Absent

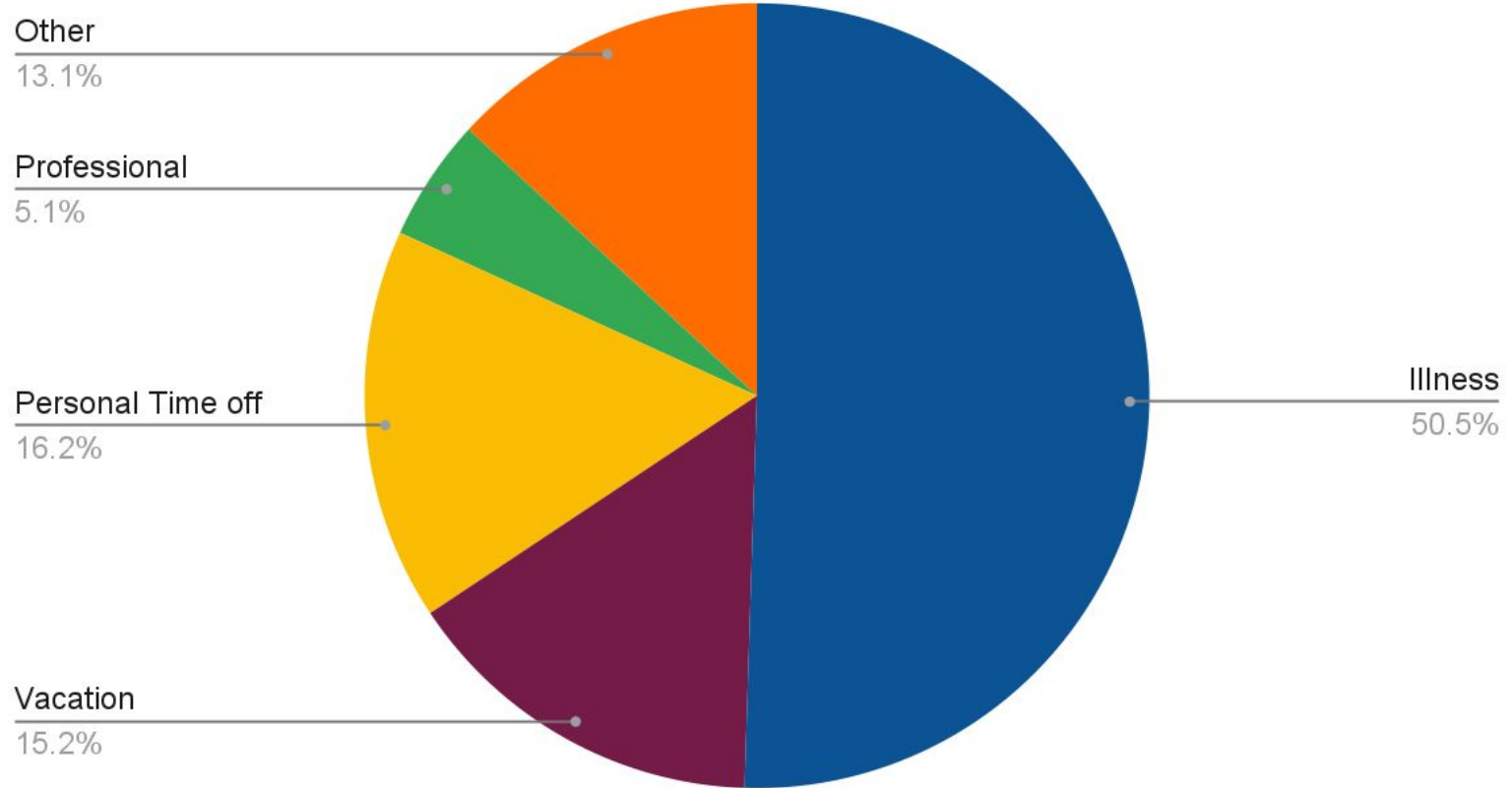
Per Employee

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.



2021-2022 Reasons for absences

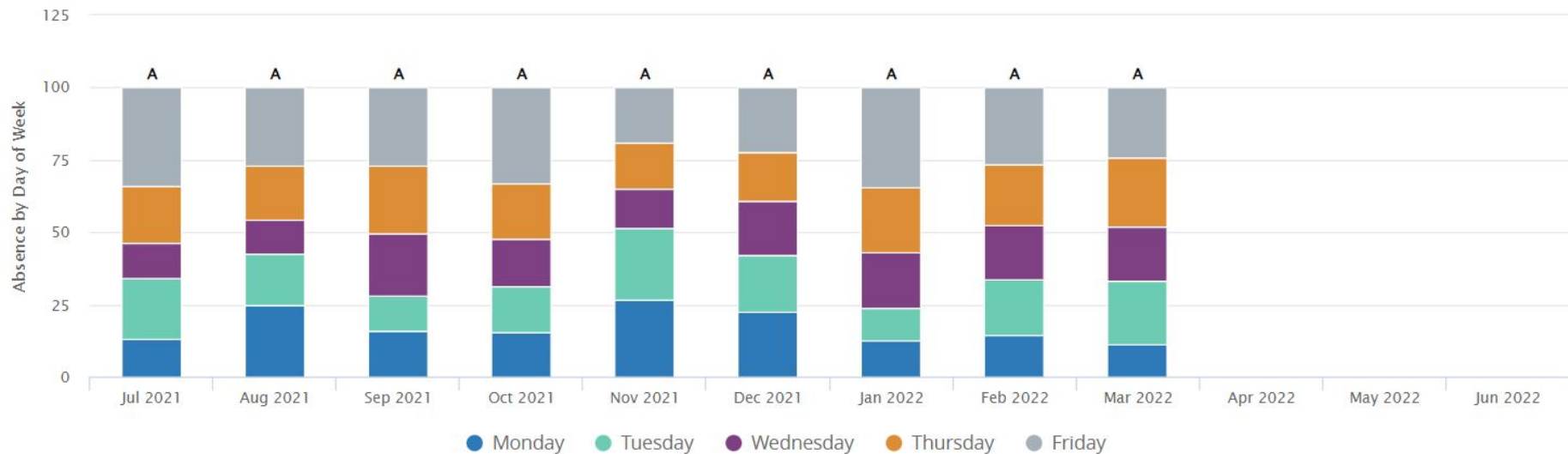


Absence by Day of Week

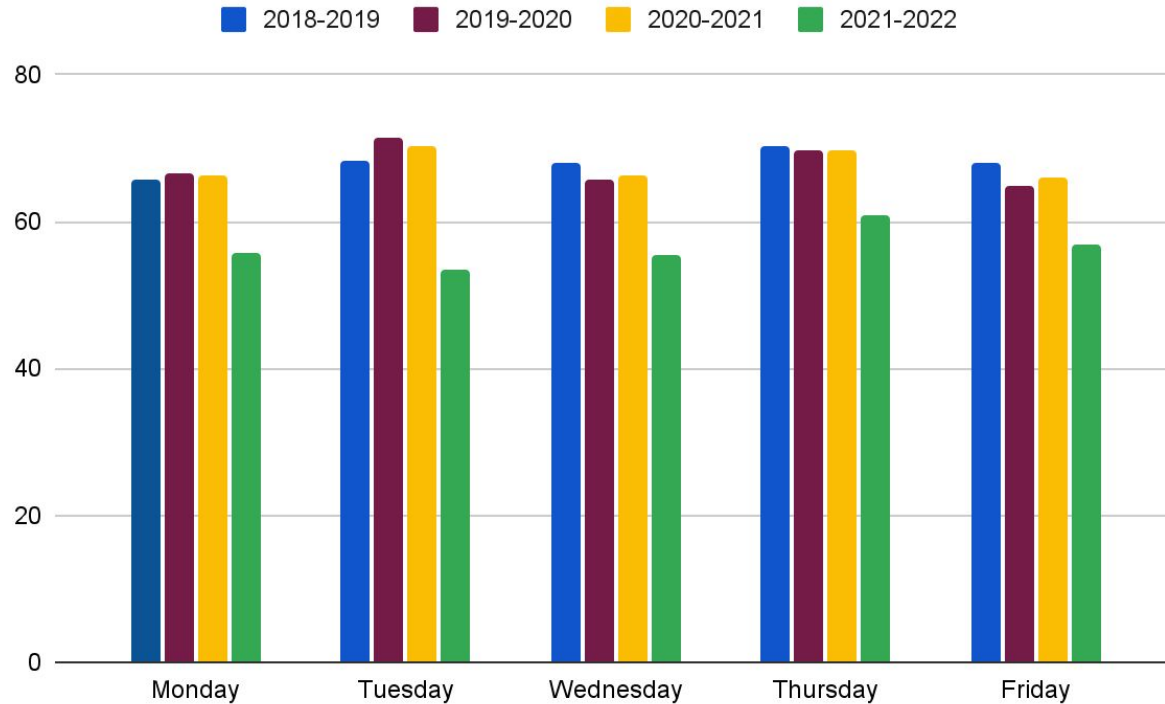
Per Employee

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

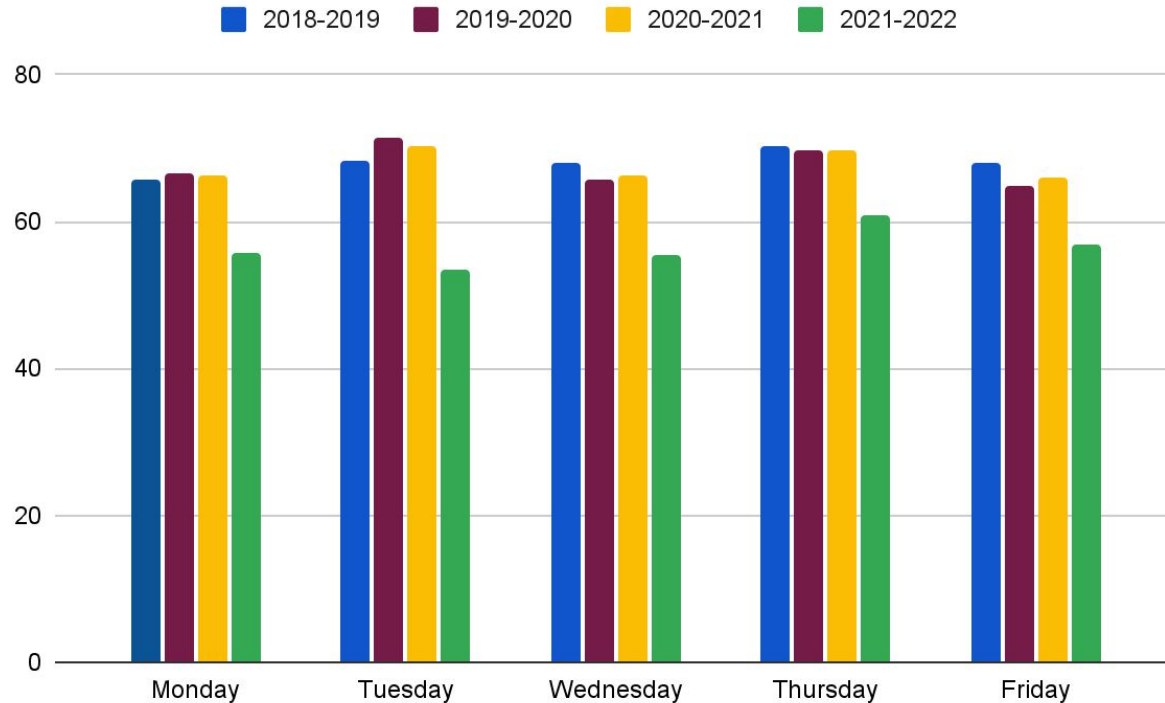
Insight: You can prioritize your absence management efforts by targeting days with the highest number of absences. Try to avoid scheduling activities that will pull teachers out of the classroom on your historically high-absence days.



Average Sub Fill Rate by Day



Average Sub Fill Rate by Day



53.25%

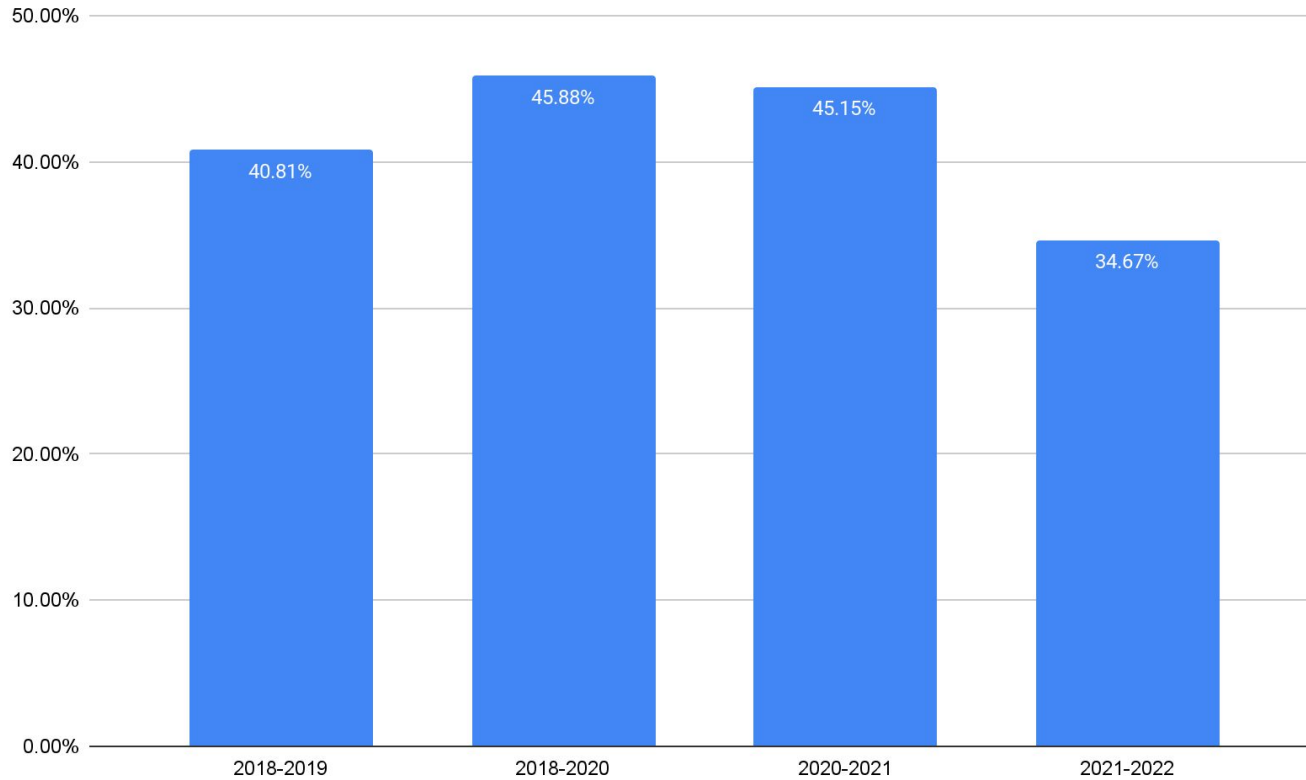
Average Sub Fill Rate for the 2021-2022 school year

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

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

*55.4% average sub fill rates for 2020-2021 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%
2021-2022	4,787	3,033	1,615	1,418	53.25%



Average Sub Fill Rate

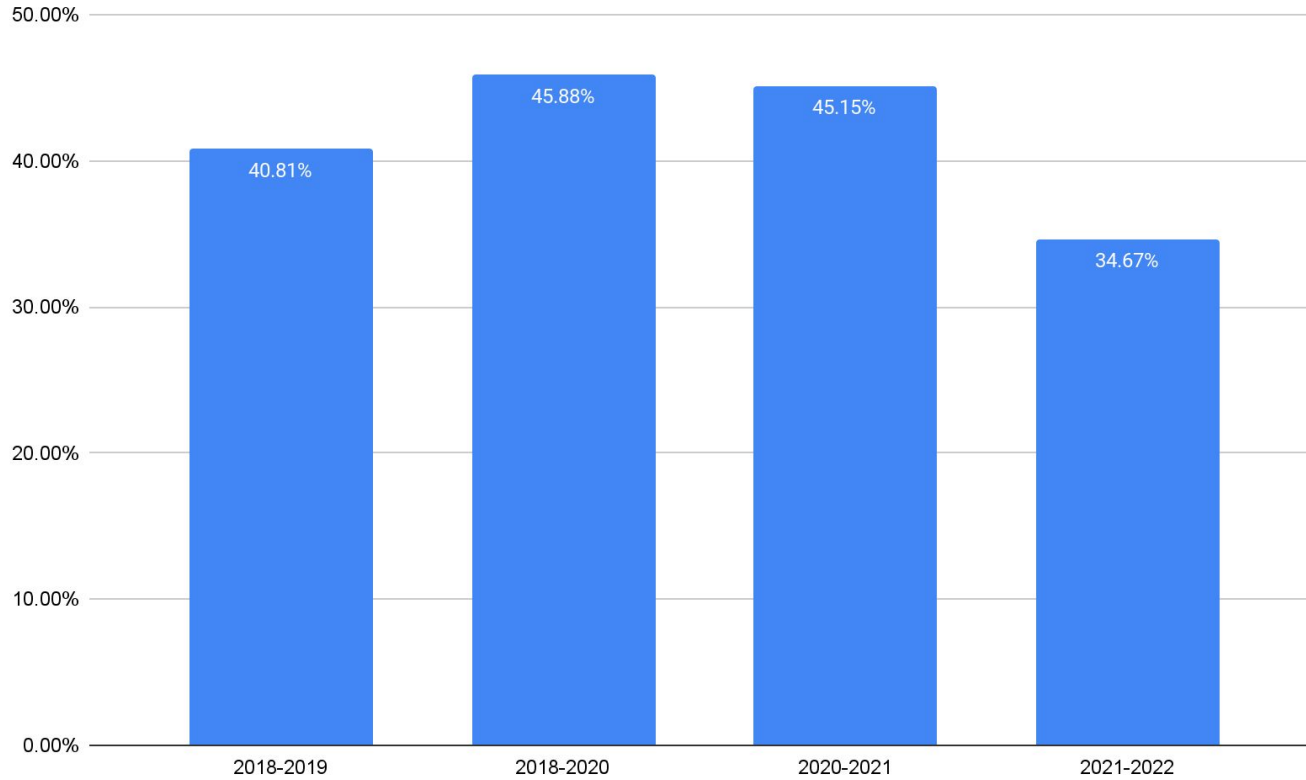
34.67%

Paraprofessional fill rate for August 2021-April 2022

1070 absences needing a sub

371 filled

699 not filled



Paraprofessional Fill Rate

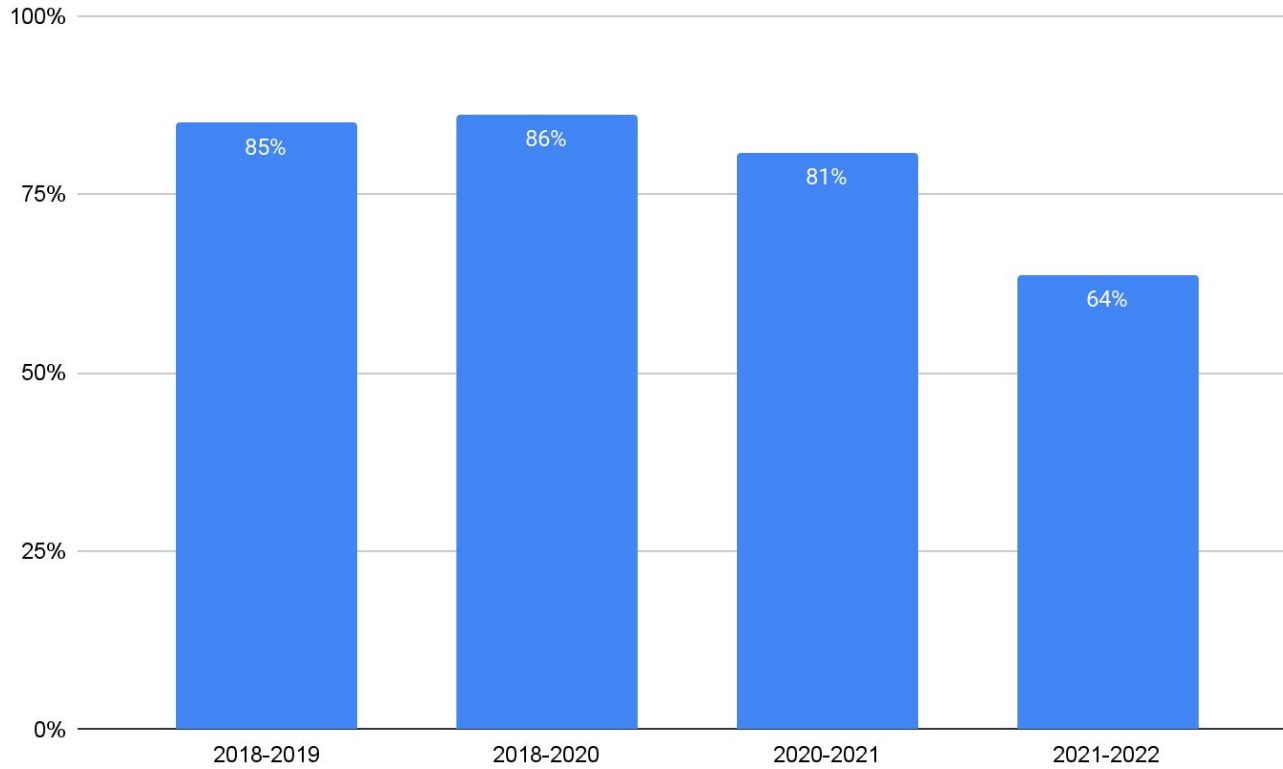
63.72%

Teacher fill rate for August 2021 - April 2022

1,574 absences needing a sub

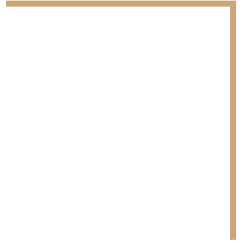
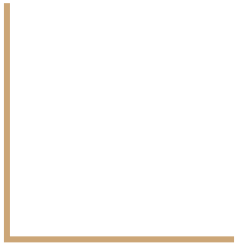
1003 filled

571 not filled



Teacher fill rates

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).....	\$13.00	(\$12.03)
Secretary – per hour (w/out IMRF).....	\$13.52	(\$12.82)
Substitute Nurse (w/out IMRF).....	\$22.44	(\$2174)
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

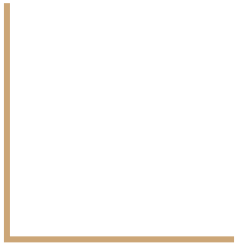
	Substitute Teacher	Long Term Sub	Retired Sub
Pecatonica	\$85.00	\$100.00	
Shirland	\$85.00	*BA Scale	
Winnebago	\$85.00		
Hononegah	\$100.00	\$226.32	
Kinnikinnick	\$100.00	\$125.00	
Rockton	\$100.00		
North Boone	\$105.00	\$125.00	\$140.00
Prairie Hill	\$105.00	*BA Scale	
Belvidere	\$110.00		
Durand	\$115.00	\$181.48	
Harlem	\$115.00	\$135.00	
South Beloit	\$125.00		
Rockford	\$160.00		\$180.00

Proposed Rates

2021-2022

Substitute Teacher (certified position) daily rate (including TRS).....	\$120.00	(\$105.00)
Substitute Teacher (long-term certified position) (including TRS)	\$130.00	(\$125.00)
(15 or more consecutive days in the same assignment)		
Substitute Teacher (North Boone Retired Teacher - certified position)		
daily rate.....	\$130.00	(\$125.00)
Substitute Teacher (North Boone Retired Teacher - long-term certified position)		
(15 or more consecutive days in the same assignment).....	\$155.00	(\$140.00)

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

