



## Substitute Proposal

### I. Description:

Substitute teachers are a crucial part of our Raytown School District Team. They provide continuity for our students and support our staff in the event of an absence.

We currently offer short term and long-term positions. The short-term substitute pay rate is \$130. Long-term substitute pay rate is \$150. Certificated staff to cover certificated staff is roughly \$171. Our substitute fill rate averages 30-40%. We have a large percentage of substitutes that currently sub in multiple districts outside of Raytown; those districts are Grandview, Lee Summit, Hickman Mills, and Independence. Our current substitutes can enjoy a flexible schedule, a monthly incentive of \$100 (*if they commit to sub at least 5 days in a month*), and access to the wellness center.

- 2021-2022 school - 176 active substitutes
- 2022-2023 school year -170 active substitutes
- 2023-2024 school year- roughly 65/170 substitute renewal

### II. Budget Information:

<b>FY 2021-2022 Certificated Staff Leave Time and Expense</b>		
Title	Amount	Unit
Certificated staff absences	10429.23	Days
Total spent certificated staff to cover certificated staff absences	\$ 4,971.45	Dollar
Total spent on certificated subs	\$ 1,442,048.82	Dollar
Total spent on certificated subs with bonus	\$1,525,648.82	Dollar

<b>FY 2022-2023 Certificated Staff Leave Time and Expense</b>		
Title	Amount	Unit
Certificated staff absences	9201.1	Days
Total spent certificated staff to cover certificated staff absences	\$ 16,290.51	Dollar
Total spent on certificated subs	\$ 1,438,026.25	Dollar
Total spent on certificated subs with bonus	\$ 1,528,526.25	Dollar

### III. District Comparison:

<b>District</b>	<b>Rate of Pay/Incentives</b>	<b>Hiring Service</b>
<b>Raytown</b>	<ul style="list-style-type: none"> <li>• Daily \$130</li> <li>• Long Term \$150</li> <li>• No Building Subs</li> <li>• Monthly Bonus-\$100</li> <li>• Access to Wellness Center</li> </ul>	No Hiring Service
<b>Grandview</b>	<ul style="list-style-type: none"> <li>• Daily \$115</li> <li>• Long Term \$148</li> <li>• No Building Subs</li> <li>• Optional Benefits package through Kelly Services</li> </ul>	Kelly Service
<b>Hickman Mills</b>	<ul style="list-style-type: none"> <li>• Daily \$136</li> <li>• Long Term \$166</li> <li>• Building Sub \$170 (Daily assignment)</li> <li>• Optional Benefits package through Kelly Services</li> </ul>	Kelly Service
<b>Lee Summit</b>	<ul style="list-style-type: none"> <li>• Daily \$115</li> <li>• Long Term \$143</li> <li>• No Building Subs</li> <li>• Optional Benefits package through Kelly Services</li> </ul>	Kelly Service
<b>Kansas City</b>	<ul style="list-style-type: none"> <li>• Daily \$115</li> <li>• Long Term \$150</li> <li>• Building Sub \$150 (Daily Assignment)</li> <li>• Optional Benefits package through Kelly Services</li> </ul>	Kelly Service
<b>Center</b>	<ul style="list-style-type: none"> <li>• Daily \$150</li> <li>• Half Day \$75</li> <li>• Long Term \$150 (1-10 days)</li> <li>• Long Term \$180 (after 11 days)</li> <li>• Building Subs \$150 (Daily Assignment)</li> <li>• Optional Benefits package through ESS</li> </ul>	ESS
<b>Independence</b>	<ul style="list-style-type: none"> <li>• Daily \$135</li> <li>• Long Term \$140 (Sub certification)</li> <li>• Long Term \$165 (Teacher certification)</li> <li>• Building Sub \$146 (Year Assignment)</li> <li>• Benefits package for Building Subs</li> </ul>	No Hiring Service

*\* Raytown fill rate is roughly 30-40%. Hickman Mills and Grandview have similar fill rates.*

*\* Kelly Service requires substitutes to work 20 or more days with 1 district before subbing is allowed in multiple districts.*

**IV. Recommendation:**

To increase the number of substitutes in our district and the daily fill rate we are proposing the following:

- Increase the Daily Rate of pay from \$130 to \$140.
- Increase the Long-Term Sub Rate from \$150 to \$160.
- Increase the Monthly Incentive (*if they commit to sub at least 5 days in month*) from \$100 to \$150
- Paid Orientation- \$65- ½ day
- Wagestream- (This service is offered through Frontline at no cost to the district. Substitutes can access pay the same day).
- Continue free access to Wellness Center.
- Offer substitutes a free lunch on Monday and Fridays. (See cost chart below)

***Meal Cost- Roughly \$3.10 per adult***

***Meals- Monday and Friday- Roughly 63 meals to cover the year.***

***Meal Cost for 1 sub- \$195.30***

***Meal Cost -\$19,530 roughly 100 subs***