

Substitute Needs District-Wide, Comparisons, and Recommendations

Total partial to full day absences October 24 – November 7, 2018

LRES	62 Absences/Vacancies	12 filled (28%)	46 unfilled (31%)	33 filled in-house 2 no sub needed 11 absences not covered
IHGMS	99 Absences/Vacancies	52 filled (53%)	47 unfilled (48%)	25 filled in-house 18 no sub needed 4 absences not covered
RHS	52 Absences/Vacancies	21 filled (41%)	30 unfilled (58%)	17 filled in-house 13 absences not covered

In-house coverage = shifting personnel around to cover and paid stipend teacher subbing.

Comparisons and Recommendations

18-19 Substitute Data	Non-Certified Teacher Sub	Certified Teacher Sub	Para Sub	Nurse Sub	Food Service Sub	Custodian Sub
Raymond 18-19 Rates	\$65 per day	\$75 per day	\$55.25/day or \$8.50/hour	\$75 per day	\$8.50 per hour	\$8.50 per hour
Statewide Rate Average	\$73 per day	\$75 per day	\$73 per day	\$118 per day	\$9.80 per hour	\$12.50 per hour
Area Towns Rate Average	\$72 per day	\$75 per day	\$70 per day	\$106 per day	\$9.13 per hour	\$10.25 per hour
Recommended Change to Raymond Rates	\$75 per day	\$85 per day	\$75 per day	\$100 per day	\$8.50 per hour	\$10.00 per hour
Recommended Incentive	After 20 days of subbing per school year, increase Teacher/Para sub rates \$10 per day					