



Coeur d'Alene Public Schools – District #271

To: Board of Trustees
From: Eric Davis – Director of Human Resources
CC: Shon Hocker – Superintendent
Shannon Johnston – Director of Finance
Joseph Fitzgerald – ESS
Lindsey Bagley – ESS

Date: September 15, 2022
Re: Substitute Teacher Bonus – 15 Days/Month

Last year (2021/2022) we entered into an agreement with ESS to become our substitute teacher provider. They agreed to compensate our Substitutes at the rate of \$110/day, \$55/half day, and a long term sub would be paid \$120/day. If substitutes worked more than 15 days in a month, a \$100 bonus would be paid. These rates were designed to get substitutes in our buildings during a difficult health situation and hiring environment. The solution worked and our fill rates increased dramatically; from approximately 70% coverage during the Fall Semester to 90% coverage of teacher absences in the Spring Semester.

Today, it was brought to our attention that a nearby district has begun offering bonuses of \$150 to Substitutes who work more than 15 days in a month. In an effort to remain competitive, retain our momentum, and continue to develop and increase our pool of substitutes we have determined it necessary to increase our bonus as well.

Last year we had 12 Substitute Teachers that covered 1,651 absence days for us (an average of 137.5 days each); we cannot afford to lose these individuals! They are the ones this move benefits and we want to retain. They would be the ones eligible to earn the additional \$50/Mo or \$450 per year...a relatively inexpensive investment to keep them engaged and working within our District.

This increase is estimated to cost the District \$10,000 - \$15,000. The justification for the increase is that this additional cost is still less expensive than paying for 'Colleagues covering Colleagues' if we were to lose subs who work consistently because they could earn an additional \$50/Mo within another District.

Daily Sub Cost: \$110

Daily 'Colleague' Coverage: \$225