



Platte County

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To: Board of Education
From: Ashley Jones, Executive Director of Human Resources
Date: October 11, 2023
Subject: Proposal for Substitute Pay Rate Increase

Recruiting, developing, and retaining high-quality staff is an essential function of any school district committed to providing the best learning environment for children. The Platte County School District has established a solid reputation for being a destination school district for parents, students, and staff. As in recent years, we continue to navigate through challenging times attracting and retaining substitutes.

Background Information

Each year, the Human Resources Department embarks on a process to collect and analyze salary information from surrounding school districts regarding competitive rates of pay for substitutes. We commonly refer to these surrounding districts as the Local 15. This internal process is designed to identify the strengths and weaknesses of our substitute pay schedule, relative to other school districts after adjustments and new pay schedules have been adopted by their respective school boards. Specific to this purpose, Platte County ranked the short-term and long-term rates for substitutes across the metropolitan area. Through our research, it was determined that Platte County currently ranks 6th in our daily rate of pay and 5th in our long-term rate for substitutes. In addition to our internal process, we utilized substitute pay rate information that was made available through the Cooperating School Districts of Greater Kansas City (CSDGKC).

Current Short-Term Pay Rankings for Substitutes within the Local 15

SCHOOL DISTRICT	DAILY RATE OF PAY	POSITION RANKINGS
RAYMORE PECULIAR	\$175.00	1
WEST PLATTE	\$140.00	2
PARK HILL	\$133.00	3
INDEPENDENCE, LIBERTY, NORTH KANSAS CITY	\$130.00	4
KEARNEY	\$125.00	5
PLATTE COUNTY	\$123.75	6
GRAIN VALLEY, EXCELSIOR SPRINGS	\$120.00	7
BLUE SPRINGS	\$117.00	8
LEE'S SUMMIT, FORT OSAGE, ST. JOSEPH	\$115.00	9
SMITHVILLE	\$100.00	10

*Information was collected and verified from the Local 15 by internal HR staff in September 2023 and data was provided by school districts to the Cooperating School Districts of Greater Kansas City. Districts vary based on the number of hours per day for which substitutes are compensated. As a result, the position rankings reflect the daily rate of pay.

Current Long-Term Pay Rankings for Substitutes within the Local 15

SCHOOL DISTRICT	HOURLY/DAILY RATE OF PAY	POSITION RANKINGS
RAYMORE PECULIAR, SMITHVILLE	\$200.00	1
PARK HILL	\$168.00	2
INDEPENDENCE	\$165.00	3
KEARNEY, NORTH KANSAS CITY	\$160.00	4
LIBERTY, PLATTE COUNTY	\$155.00	5
WEST PLATTE, FORT OSAGE	\$150.00	6
LEE'S SUMMIT	\$143.75	7
EXCELSIOR SPRINGS, FORT OSAGE	\$135.00	8
BLUE SPRINGS, ST. JOSEPH	\$133.00	9
GRAIN VALLEY	\$130.00	10

*Information was collected and verified from the Local 15 by internal HR staff in September 2013 and data was provided by school districts to the Cooperating School Districts of Greater Kansas City. Districts vary based on the number of hours per day for which substitutes are compensated. As a result, the position rankings reflect the daily rate of pay.

The lack of our ability to secure classified substitutes is also creating operational concerns, mainly in the area of paraprofessional and nurse positions. The continuity of providing educational support and health services is paramount to our vision, mission, and values.

Recommendation

I am writing to formally propose an increase in substitute pay rates within our school district, prompted by the prevailing challenge of low fill rates and the resultant strain on our dedicated staff. Utilizing the month of September as a benchmark, the average fill rate stands at 82%, indicating a critical need for strategic measures to address this issue.

Our proposal outlines the following key points:

1. Increase in Substitute Teacher Rates: Elevating the compensation for substitute teachers is crucial to enhance our fill rates. This adjustment is projected to improve three rankings within our local 15 comparison group.
2. Special Rate for Retirees: Recognizing the valuable contribution of retirees who substitute in our district, we propose an elevated pay rate for this specific group, thereby acknowledging their expertise and commitment.
3. Payment Options for Current Employees: To alleviate the burden on existing staff during unfilled vacancies, we suggest implementing payment options for current employees who support students in situations such as when a teacher's class is divided for the day.
4. Increase Compensation for Support Staff: Substitute staff filling in for support positions will receive an hourly rate equivalent to the first step on the salary schedule excluding substitutes for Building Aides and Lunch Monitors so there is no decrease for the two classifications. Paraprofessionals, however, will be compensated at the same rate as substitute teachers. Notably, there will be no long-term substitute rate for support staff vacancies, including paraprofessionals.

It is important to note that an increase in the substitute will impact the reimbursement of ALDs upon voluntary resignation or retirement from the school district. Employees with at least three, but not more than ten, years of continuous service will be reimbursed at half the rate of certified substitute teacher pay, for each accumulated ALD. In addition, any employee who does not use all of his or her vacation days by the end of each fiscal year will be reimbursed at the long-term rate of pay for a certified substitute teacher.

A glimpse of the potential budget impact is included on the subsequent page.

I recommend the Board's approval of these proposed increases, with an effective date set for October 22, 2023, which would be the beginning of the November 24 payroll. This adjustment is not only essential for the well-being of our dedicated staff but also crucial for maintaining the educational quality our district is committed to providing.

Thank you for your attention to this matter, and we look forward to your thoughtful consideration.

Proposed Rates														
	Substitute	Retired Teacher	Permanent Substitute	Teacher - Split Class	Certified Staff Subbing - Reassignment of Duties	Support Staff w/ Substitute Certificate (per hour)	Teacher Subbing During Plan Time	Substitute Admin Assistant	Substitute RN	Substitute Custodian	Substitute Lunch Monitor	Substitute Para / LT	Building Aides 2	Library Media Assistants
Regular Rate - Hourly	\$ 17.82	\$ 25.00	\$ 18.24	-	-	\$ 8.00	\$ 25.00	\$ 17.71	\$ 29.51	\$ 16.69	\$ 13.57	\$ 17.82	\$ 15.00	\$ 15.00
Regular Rate - Daily	\$ 133.65	\$ 187.50	\$ 136.80	\$ 60.00	\$ 60.00	-	-	\$ 141.68	\$ 221.33	\$ 133.52	\$ 40.71	\$ 133.65	\$ 120.00	\$ 120.00
Long-term Rate - Hourly	\$ 22.28	\$ 25.00	-	-	-	-	-	-	-	-	-	-	-	-
Long-term Rate - Daily	\$ 167.10	\$ 187.50	-	-	-	-	-	-	-	-	-	-	-	-
Current Rates														
	Substitute	Retired Teacher	Permanent Substitute	Teacher - Split Class	Certified Staff Subbing - Reassignment of Duties	Support Staff w/ Substitute Certificate (per hour)	Teacher Subbing During Plan Time	Substitute Admin Assistant	Substitute RN	Substitute Custodian	Substitute Lunch Monitor	Substitute Para	Building Aides 2	Library Media Assistants
Regular Rate - Hourly	\$ 16.50	-	\$ 16.69	-	-	?	\$ 25.00	\$ 15.00	\$ 21.00	\$ 15.00	\$ 13.33	\$15.00	\$ 15.00	\$ 15.00
Regular Rate - Daily	\$ 123.75	-	\$ 125.18	-	-	-	-	\$ 120.00	\$ 157.50	\$ 120.00	\$ 39.99	\$112.50	\$ 120.00	\$ 120.00
Long-term Rate - Hourly	\$ 20.67	-	-	-	-	-	-	-	-	-	-	\$15.50	-	-
Long-term Rate - Daily	\$ 155.03	-	-	-	-	-	-	-	-	-	-	\$116.25	-	-

Potential Budget Impact for the increase to Pay Rates for Regular Substitute, Long-Term Certified Substitute & Permanent Substitute

Regular Substitutes	
Average Reg Subs Per Day	40
Current Daily Rate	\$ 16.50
Current Average Cost Per Day	\$ 4,950.00
Proposed Daily Rate	\$ 17.82
Proposed Average Cost Per Day	\$ 5,346.00
Difference Per Day	\$ 396.00
Difference Annually	\$ 67,716.00
Long-term Substitutes	
Average LT Subs Per Day	6
Current Daily Rate	\$ 20.67
Current Average Cost Per Day	\$ 930.15
Proposed Daily Rate	\$ 22.28
Proposed Average Cost Per Day	\$ 1,002.60
Difference Per Day	\$ 72.45
Difference Annually	\$ 12,388.95
Permanent Substitute	
Proposed Daily Rate	\$18.24
Annual Increase - 14 FTEs	\$34,528.22

ALD Payout - Days	1470	
Year	Rate per day	Total
2022-2023	\$123.75	\$181,912.50
2023-2024 - proposed rate	\$133.65	\$196,465.50
Difference		\$14,553.00
Vacation Payout - Days	481	
Year	Rate per day	Total
2022-2023	\$155.03	\$74,569.43
2023-2024 - proposed rate	\$167.10	\$80,375.10
Difference		\$5,805.67