



WORTHINGTON CITY SCHOOL DISTRICT
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MEMORANDUM

TO: Dr. Trent Bowers, Supt.

FROM: Jeffrey J. Eble, Director, Business Services

A handwritten signature in blue ink, appearing to be 'JE', is written over the name Jeffrey J. Eble.

SUBJ: Classified Substitute Rates

DATE: February 14, 2020

Attached is the resolution for the board to set classified substitute rates at an ongoing percentage of Step zero in the Wesp agreement. Some rates don't change for years and particularly in this climate it makes it very difficult to compete with other district's for subs. When they do change it is a huge jump. This sometimes sets off a round robin of district "out increasing" each other

Setting the rates at a percentage of step zero will keep them competitive and will allow for a very small adjustment each year, rather than a huge jump after 6-10.

We have set the rates to be 3rd place out of 7 competing area school districts so that we should remain competitive, but will not be in first place regarding wages.

Also attached is a table showing the high and low for the range, our current rate, the new percentage rate, and when they were last increased.

Questions please let me know.

Suggested Agenda language:

To approve the attached resolution to set substitute employee rates effective March 1, 2020.

_____ moved to adopt the following Resolution.

RESOLUTION

WHEREAS, an analysis was conducted concerning market wage rates for hard-to-fill substitute positions, and,

WHEREAS, it was determined that the substitute wage rates for certain positions are below market rates making it difficult for the District to fill such positions.

NOW, THEREFORE, BE IT RESOLVED:

In order to improve operations by attracting necessary substitute staff, the following substitute wage rates will be modified from flat rates to a percentage of Step 0 on the relevant salary schedule as follows:

Substitute Bus Driver	90% of Step 0
Substitute Custodian	80% of Step 0
Substitute Educational Assistant	72% of Step 0
Substitute Food Service Associate	75% of Step 0
Substitute Secretary	72% of Step 0

_____ seconded the motion and, after discussion, a roll call vote was taken and the result was:

Aye _____	Nay _____	_____
Aye _____	Nay _____	_____
Aye _____	Nay _____	_____
Aye _____	Nay _____	_____
Aye _____	Nay _____	_____

The resolution passed.

Passed: _____, 2020

**BOARD OF EDUCATION
WORTHINGTON CITY SCHOOL DISTRICT**

Board President

Attest: _____
Treasurer

Sub Rates Comparison

	Median	High	Current	Step 0	current rank	New Rate	% step 0	New rank	Last increased
13 Secretary	14.38	16.73	11.5	21.78	7 out of 7	\$15.68	72%	3 out of 7	1/1/2008
13 Bus Driver	19.3	21.72	18	21.78	6 out of 7	\$19.60	90%	3 out of 7	2/1/2014
7 Custodian	15.26	17.28	15	18.82	3 out of 7	\$15.06	80%	3 out of 7	9/8/2018
10 Educational Assistant	13.89	15	11.5	19.99	7 out of 7	\$14.39	72%	3 out of 7	1/1/2008
1 Food Service Associat	12.02	13.69	9.5	15.98	5 out of 5	\$12.78	75%	3 out of 5	3/1/2007