WHEATLAND-CHILI CENTRAL SCHOOL DISTRICT

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TO: Board of Education

FROM: Deborah Leh, Ed.D.

RE: Approval of Substitute Rates

Based on a review of prevailing rates of pay for substitute teachers included in a Monroe 2-Orleans BOCES survey of Monroe County school districts, I am recommending the following:

- **Teacher Immersion Fellows.** Continue with the rate of $100 per day.

- **Daily Substitutes**. Continue with the current rate of $120 per day.

- **Long-Term Daily Substitutes**. Continue with the current rate of $135 per day (for Board-appointed assignments of 20 days or more in one position).

- **Contract Substitutes**. Continue with the current rate of $150 per day.

- **Long-Term Substitutes.** We are recommending that we continue with our current practice of paying long-term substitutes at Step #1 of the WCFT contract as follows: $207.69 per day for a bachelor's degree and $218.78 per day for a master's degree for long-term substitutes who are employed for a minimum of 40 consecutive weeks.

Contractual base rates for classified positions in which substitutes serve are utilized, with the exception of the following:

- **Bus Drivers**. Continue with the current rate of $15.50 per hour as established at the February 12, 2018 Board meeting in order to remain competitive and attract more candidates.

- **Office Clerk/Secretary**. We currently hire substitutes for Office Clerk IV ($11.10), Office Clerk III ($11.25), Office Clerk II ($11.41), and School Secretary

($12.89) positions. I am recommending a blended rate of $11.66, which is the average of these rates, for substitutes who serve in any of our office clerk or secretarial substitute positions. We analyzed data from individuals who served in these various capacities during 2017-2018, and no individual serving as a substitute will be disadvantaged by this approach.