

Incentives for Substitute Employees - Responses

1. We pay a \$1,000 bonus to substitute teachers after working 75 days in a school year. But our fill rates still aren't that great.
2. Good luck! We are now the second highest paid for subs in the area and still have problems finding subs. I'm not sure what the answer is. We have been in consultation with Rachel Wixey and Associates, but not sure the even more added cost would help us. Wish I could offer more help, but we do offer paid checks and increase in pay and I don't think it's helped.
3. We do not offer incentives for our substitutes but we did increase the pay scale to see if it would help. We increased our classified sub rates to \$10.00 per hour for all jobs. Sub bus drivers receive \$14.50 per hour and if they work for at least 60 days we increase it to \$15.00. Certified Substitutes: Short term license \$86.00 per day, Long term license/Perm license \$95.00 per day, Long term license/perm license and retired from SCSD \$100 per day, 4 week + assignment with short term license (up to 60 consecutive days) \$100 per day, 4 week + assignment with long term license (up to 60 consecutive days) \$194.00 per day, and Substitute Administrator \$200 per day.
4. We raised our sub rates and now we have subs.
5. We started bringing in bus driver trainees and paying them \$10 an hour while we get them certified. We are also having current discussions about instead of utilizing 15 or so on call custodial subs that may or may not pick up the phone, creating 5 full time "unassigned" custodians with benefits. We ran some data analysis out of AESOP and feel like 5 was about the average daily absence for our district, but we haven't approved anything yet. Custodial wages around central Ohio are tough with the private sector competing.
6. We pay for all subs' criminal background checks. Also, all have the potential of being a long-term sub (office, cafeteria, etc.) with the 60-day provision and then placement on the salary schedule of the job being covered (with benefits). We have also increased the pay for subs, effective 2017-2018 to \$120/day teacher and \$15/hour classified. Anyone subbing for an IP is still employed as a sub instructor (\$120/day), when coverage is needed (not always seeking to fill vacancy). That helps with making sure no ODE credential issue, too.
7. Wayne Trace pays for all training, fingerprints for people wanting to sub bus drive. They get reimbursed for all of these expenses after they drive 6 times for us. Sub teachers we just raised the rate to \$90.00 per day. All non-cert subs if they sub in a position for 120 days or more they are given a step on the salary schedule. Subs are paid at step 0 on the appropriate salary scale.
8. We offered a payment that was calculated on a daily basis for all days worked within the school year but the sub had to work a minimum of 100 days to become eligible. It worked well but can get expensive if you have several subs reach the 100 days.
9. We reimburse bus driver subs for their license, BCI/FBI and test. We have our own OBI so we pay for the instruction too. We don't pay for anyone else.

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10. We have an incentive for sub bus drivers only. It is as follows: Provide two \$500 annual stipends (one in December and one in June) for any substitute driver who signs on as "exclusive" to United Local for a minimum of two years. Exclusive means that they would be available to United first.
11. I'm curious to see if ECOT closing will add to the sub pool. Might be worth waiting a bit to see before making a change. We're having trouble getting subs same as everyone else.
12. We increased our pay. \$100/day sub teacher no teaching degree just 4 year degree, \$110 day for sub teachers who hold a teaching license or are a retired teacher from our district; Classified not bus drivers \$8.65/hour, bus driver subs \$12.65/hour.
13. We pay for background checks for all sub cooks, janitors, aides, bus drivers.
14. For long-term subs, we bump their pay to step one of the salary schedule at 30 days instead of waiting until 60 days. That is really the only incentive we have. We have the same issue.
15. At Parkway, we also have difficulty in getting substitutes – mainly bus drivers and aides. We implemented a policy to reimburse a sub bus driver for cost of classes, background checks, etc. after they sub for us three times. It does seem to be helping a bit, and we are considering doing the same for aides.