

Orange East Supervisory Union
Substitute Rates Recommendations
January 7, 2020

Teacher/Para Rates

OESU Current: \$80.85 per day (equates to \$10.78/hour)

TES Current: \$100.00 per day (equates to \$13.33/hour)

BMU Current: \$13.25 per hour for first 70 hours, \$13.50 per hour after

Recommended for OESU beginning Jan 1, 2020: \$12.00 per hour

Recommended for TES to remain the same as current until Jul 1

Recommended for BMU to remain the same as current until Jul 1

Recommended for all schools beginning Jul 1, 2020: \$13.50 per hour

Nurse Rates:

OESU Current: \$120 per day (equates to \$16.00 per hour)

WRVS Current: \$125 per day (equates to \$16.67 per hour)

BMU Current: \$20.00 per hour

Recommended for all but BMU beginning Jan 1, 2020: \$16.67 per hour

Recommended for all but BMU beginning Jul 1, 2020: \$18.00 per hour

Recommended for all beginning Jul 1, 2021: \$20.00 per hour

Cafeteria/Kitchen Rates:

OESU Current: \$12.00/hour for a cook, \$11/hour for a Kitchen Assistant

BMU Current: \$13.25 per hour for first 70 hours, \$13.50 per hour after

Recommended for all but BMU beginning Jan 1, 2020: \$12.00 per hour for both positions

Recommended for all beginning Jul 1, 2020: \$13.50 per hour for both positions

Custodian Rates:

OESU Current: \$12.00 per hour

Recommended for all beginning Jan 1, 2020 to remain same as current

Recommended for all beginning Jul 1, 2020: \$13.50 per hour

Rationale:

- Substitutes are hourly positions under federal law and the hours per day in each school differ
- We should not be competing within our own Supervisory Union for substitutes
- We need to be competitive with neighboring Districts (i.e. SAU#23) or we lose substitutes to those Districts
- A lack of substitutes when the need arises due to not paying enough impacts services for our students
- The \$12.00 per hour puts us above minimum wage with a minimized impact on the current year budgets while also not paying teacher/para subs less than other substitutes.
- The \$13.50 per hour starting in July gives schools time to budget appropriately for their substitute lines.

