SAN LEANDRO UNIFIED SCHOOL DISTRICT

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Substitute Employee Rate Increase Proposal

Attracting and retaining substitute employees to cover the absences of regular employees is a problem being faced by school districts across the country. Providing competitive compensation is a significant factor in the recruitment and retention of these employees. Recently several neighboring school districts have raised their daily and hourly rates to address this problem. For example, the San Lorenzo Unified School District currently pays substitute teachers $180 per day (the SLUSD pays $150) and indexes the hourly rates of classified substitutes, such as para educators, to their classified employee salary schedules. Accordingly, staff recommends the following substitute employee rate increase:

Current		Proposed	
Substitute Teacher Rates		**Substitute Teacher Rates**	
Days 1-20:	$150	Days 1-20:	$170
Days 21-40:	$155	Days 21-40:	$175
Days 41+:	$160	Days 41+:	$180
“High Impact Day”:	$170	“High Impact Day”:	$185
Long Term Rate:	$170	Long Term Rate:	$190
Non-Certificated Hourly Rates		**Non-Certificated Hourly Rates**	
Regular Rate:	$15	Regular Rate:	$15.40
Playground Supervisor:	$15	Playground Supervisor:	$15.40
Translators:	$27.50	Translators:	$28.20
CSEA Job Classifications:	$15	CSEA Job Classifications:	Indexed to Step 1 of Salary Schedule
Trades:	$18	Teamster/Trades:	$18.50