
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: DECEMBER 2, 2019

RE: Changes in Substitute Pay

Many of the rates of pay for substitutes have not been changed for a number of years. Based on a recent survey of area schools, TCSC remains competitive with the rate paid for licensed teachers but have fallen behind with the rate paid to those with a substitute certificate. The recommendation will bring us the average paid in the area. Also, the cafeteria has a problem finding substitutes paid at the minimum wage. Rising that rate will hopefully bring in additional staff. The recommendation also increases the substitute rate for secretaries and instructional assistants bring most non-certified substitute rates to \$9.00 per hour.

Substitute Rate of Pay

December 2019

	Current	Proposed
Teacher (teacher certification)	\$80/day	\$80/day
Teacher (substitute certification)	\$60/day	\$70/day
Secretary	\$8.60/hour	\$9.00/hour
Instructional Assistant	\$8.60/hour	\$9.00/hour
Custodian	\$10.00/hour	\$10.00/hour
Cafeteria Worker	\$7.25/hour	\$9.00/hour
Bus Driver	\$60/day	\$60/day
Spec Ed Driver	\$18.00/hour	\$18.00/hour
Spec Ed Bus Aide	\$9.00/hour	\$9.00/hour

Proposed changes in **bold** effective January 1, 2020.