

Memorandum

To: TCSC Board of Education

From: Ryan Glaze

Date: 01/05/2022

Subject: Substitute Teacher Pay

In December, TCSC met with WillSub in order to brainstorm ideas to improve fill rates. Our current daily rates are in the middle range for the area.

- \$80 (for subs with a teaching license)
- \$70 (for subs with HS diploma or GED)

In order to increase the number of subs available and to incentivize the number of days substitutes are willing to fill open positions we are asking the board to consider the following changes:

Daily Rate Increases

- \$110.00 (for retired TCSC Teachers)
- \$100 (for subs with a bachelor's degree)
- \$85 (for subs with a HS diploma/GED)

Other Incentives

- Free adult lunch from our cafeteria
- Bonus System:
 - \$80 if a subs works 6-9 days a month
 - \$100 if a sub works 10 or more days a month.

This proposal will increase our overall substitute budget approximately \$13,000 (including Will Sub's surcharge).