

NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
50 East Street
New Milford, Connecticut 06776

OPERATIONS SUB-COMMITTEE
MEETING NOTICE

DATE: December 1, 2015
TIME: 7:30 P.M.
PLACE: Lillis Administration Building – Room 2

RECEIVED
TOWN CLERK
NOV 24 P 12:57
NEW MILFORD, CT

AGENDA

New Milford Public Schools Mission Statement

The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family, and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute to society by providing effective instruction and dynamic curriculum, offering a wide range of valuable experiences, and inspiring students to pursue their dreams and aspirations.

1. Call to Order

2. Public Comment

An individual may address the Board concerning any item on the agenda for the meeting subject to the following provisions:

- A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.
- B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

3. Discussion and Possible Action

- A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence
- B. Monthly Reports
 - 1. Purchase Resolution D-681
 - 2. Budget Position dated 11/20/15
 - 3. Request for Budget Transfers
- C. Gifts & Donations
 - 1. PTO – Exhibit B
- D. Bid Award
 - 1. Food and Nutrition Services – Serving Lines
- E. Grant
 - 1. District Consolidated Grant
- F. Input for 2016-2017 Budget

4. Items of Information

- A. Certified Substitute Coverage
- B. Update on New Milford High School Chiller
- C. Update on Munis

5. Public Comment

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6. Adjourn

Sub-Committee Members:

Wendy Faulenbach, Chairperson

Robert Coppola

Angela C. Chastain, Alternate

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
December 8, 2015

ACTION ITEMS

A. Personnel

1. CERTIFIED STAFF

a. RESIGNATIONS

1. None

2. CERTIFIED STAFF

b. APPOINTMENTS

1. None

3. NON-CERTIFIED STAFF

a. RESIGNATIONS

1. None

4. NON-CERTIFIED STAFF

b. APPOINTMENTS

1. None

5. ADULT EDUCATION STAFF

a. RESIGNATIONS

1. None

6. ADULT EDUCATION STAFF

b. APPOINTMENTS

1. None

7. BAND STAFF

a. RESIGNATIONS

1. None

8. BAND STAFF

b. APPOINTMENTS

1. None

9. COACHING STAFF

a. RESIGNATIONS

1. None

10. COACHING STAFF

b. APPOINTMENTS

**1. Ms. Tricia Blood, Girls' Intramural Volleyball Coach,
Schaghticoke Middle School**

Move that the Board of Education appoint **Ms. Tricia Blood** as
Girls' Intramural Volleyball Coach at Schaghticoke Middle
School effective December 8, 2015.

2015-2016 stipend: \$947

Current staff member

- | | |
|--|---|
| <p>2. Mr. Frank Bonacci, Girls' Varsity Softball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Frank Bonacci as Girls' Varsity Softball Coach at New Milford High School effective December 8, 2015.</p> | <p>2015-2016 stipend: \$4718</p> |
| <p>3. Mr. Emmett Cole, Grade 5 Girls' and Boys' Intramural Basketball Coach, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mr. Emmett Cole as Grade 5 Girls' and Boys' Intramural Basketball Coach at Sarah Noble Intermediate School effective December 8, 2015.</p> | <p>2015-2016 stipend: \$1895
Current staff member</p> |
| <p>4. Mr. Ryan Johnson, Boys' Varsity Baseball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Ryan Johnson as Boys' Varsity Baseball Coach at New Milford High School effective December 8, 2015, pending coaching permit.</p> | <p>2015-2016 stipend: \$4719</p> |
| <p>5. Mr. David Mumma, Grade 5 Girls' and Boys' Intramural Basketball Coach, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Grade 5 Girls' and Boys' Intramural Basketball Coach at Sarah Noble Intermediate School effective December 8, 2015, pending coaching permit.</p> | <p>2015-2016 stipend: \$1895
Current staff member</p> |
| <p>6. Mr. Rory Perry, Boys' Assistant Swimming Co-Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Rory Perry as Boys' Assistant Swimming Co-Coach at New Milford High School effective December 8, 2015, pending coaching permit.</p> | <p>2015-2016 stipend: \$1,402.50
(\$2,805 x .50)
Current Staff member</p> |
| <p>7. Mr. Rory Perry, Boys' Varsity Swimming Co-Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Rory Perry as Boys' Varsity Swimming Co-Coach at New Milford High School effective December 8, 2015, pending coaching permit.</p> | <p>2015-2016 stipend: \$2,157.50
(\$4,315 x .50)
Current Staff member</p> |
| <p>8. Mr. Matt Wall, Boys' Intramural Volleyball Coach, Schaghticoke Middle School
<u>Move</u> that the Board of Education appoint Mr. Matt Wall as Boys' Intramural Volleyball Coach at Schaghticoke Middle School effective December 8, 2015.</p> | <p>2015-2016 stipend: \$947
Current staff member</p> |

11. LEAVES OF ABSENCE

1. None

NEW MILFORD PUBLIC SCHOOLS
PURCHASE RESOLUTION D - 681
BOE MEETING DATE: 12/1/15
November 2015-2016

WHEREAS, the equipment, supplies and/or services for which the following Purchase Orders have been issued and deemed necessary by the Superintendent of Schools, and the cost, thereof, are within the budget appropriations approved by the voters of the Town, NOW, BE IT RESOLVED, that the said purchase orders and all disbursements in connection, thereof, are hereby approved.

PO#	Vendor Name	Description	Amount
1602389	EDUCATION CONNECTION	ODYSSEYWARE LICENSES	\$21,932.40
1602416	BENHAVEN	AUTISM AND BEHAVIORAL CONSULTATION	\$5,000.00
1602419	NEW BRITAIN PUBLIC SCHOOL	2015-16 SCHOOL YEAR TUITION-ODP	\$30,176.00
1602424	SHI INTERNATIONAL	DELL CHROMEBOOKS	\$8,280.00
1602506	PANORAMA EDUCATION INC	SURVEY ADMIN. ANALYSIS AND REPORTING	\$9,020.00
1602562	TOWN OF NEW MILFORD	POLICE SUPERVISION-NMHS	\$17,000.00
1602657	APPLE INC	IPAD AIR 10 PACK W/3 YEAR APPLE CARE+	\$10,669.25
1602660	MCGRAW HILL SCHOOL EDUC	6 YEAR SUBSCRIPTION BUNDLE	\$6,650.75
1602661	OMNI DATA	COMPUTER PORTS AND LICENSE	\$11,005.78
1602664	WEST CONN	GRADUATION RENTAL	\$5,100.00

NEW MILFORD 2015-16 BUDGET REPORT THROUGH NOVEMBER 20, 2015

OBJECT	ACCOUNT DESCRIPTION	BUDGET	TRANSFERS	REV. BUDGET	YTD ACTUAL	ENCUM	BALANCE	% USED
51115	CERTIFIED STAFF	28,732,145	-11,310	28,720,835	7,460,886	19,823,907	1,436,042	95.00%
51112	NON CERTIFIED STAFF	8,796,677	10,282	8,806,959	2,664,725	2,676,375	3,465,859	60.65%
52000	BENEFITS	9,290,014	0	9,290,014	4,112,539	4,102,286	1,075,189	88.43%
53010	LEGAL SERVICES	181,000	0	181,000	154,350.90	770.00	25,879	85.70%
53050	CURRICULUM DEVELOPMENT	109,637	0	109,637	0.00	0.00	109,637	0.00%
53200	PROFESSIONAL SERVICES	1,769,439	-6,971	1,762,468	363,254.94	1,095,530.14	303,683	82.77%
53201	MEDICAL SERVICES - SPORT	28,000	0	28,000	9,000.00	17,500.00	1,500	94.64%
53210	SUBSTITUTES	12,641	0	12,641	11,186.87	0.00	1,454	88.50%
53220	IN SERVICE	107,435	20,000	127,435	21,139.94	1,189.80	105,105	17.52%
53230	PUPIL SERVICES	583,733	0	583,733	143,951.25	302,982.00	136,800	76.56%
53240	OTHER TRANSPORTATION	151,450	-100	151,350	40,010.09	94,254.91	17,085	88.71%
53300	OTHER PROF/ TECH SERVICE	43,625	15,000	58,625	41,792.80	930.46	15,902	72.88%
53310	AUDIT/ACCOUNTING	35,000	0	35,000	35,000.00	0.00	0	100.00%
53500	TECHNICAL SERVICES	117,745	-2,520	115,225	101,387.57	6,400.00	7,437	93.55%
53530	SECURITY SERVICES	187,500	0	187,500	52,148.54	135,351.46	0	100.00%
53540	SPORTS OFFICIALS SERVICE	114,000	0	114,000	31,191.85	16,852.56	65,956	42.14%
54101	CONTRACTUAL TRASH PICK U	85,988	0	85,988	35,983.25	47,839.75	2,165	97.48%
54301	BLDG MAINTENANCE	406,250	-40,524	365,726	247,979.14	54,339.78	63,407	82.66%
54302	FIRE / SECURITY MAINTENA	1,450	0	1,450	1,267.17	0.00	183	87.39%
54303	GROUNDS MAINTENANCE	19,098	0	19,098	3,912.50	11,087.50	4,098	78.54%
54310	GENERAL REPAIRS	64,852	0	64,852	13,910.23	24,748.27	26,194	59.61%
54320	TECHNOLOGY RELATED REPAI	48,645	6,000	54,645	24,015.36	0.00	30,630	43.95%
54411	WATER	69,370	0	69,370	16,815.16	52,554.84	0	100.00%
54412	SEWER	17,265	0	17,265	20,929.50	0.00	-3,665	121.23%
54420	LEASE/RENTAL EQUIP/VEH	345,658	0	345,658	184,064.93	93,586.78	68,006	80.33%
55105	TRANSPORTATION - SUMMER	15,750	0	15,750	0.00	0.00	15,750	0.00%
55110	STUDENT TRANSPORTATION	4,761,754	0	4,761,754	1,462,692.25	3,259,278.54	39,783	99.16%
55190	STUDENT TRANSPORTATION P	1,500	0	1,500	0.00	0.00	1,500	0.00%
55200	GENERAL INSURANCE	348,250	0	348,250	350,415.00	0.00	-2,165	100.62%
55300	COMMUNICATIONS - DATA LINES	34,124	14,750	48,874	13,902.75	30,122.64	4,849	90.08%
55301	POSTAGE	37,231	0	37,231	7,002.43	29,298.73	930	97.50%
55302	TELEPHONE	49,234	0	49,234	16,763.02	32,470.98	0	100.00%
55400	ADVERTISING	3,800	0	3,800	615.00	0.00	3,185	16.18%
55505	PRINTING	54,370	917	55,287	21,163.36	12,928.44	21,195	61.66%
55600	TUITION	10,000	0	10,000	0.00	0.00	10,000	0.00%

NEW MILFORD 2015-16 BUDGET REPORT THROUGH NOVEMBER 20, 2015

OBJECT	ACCOUNT DESCRIPTION	BUDGET	TRANSFERS	REV. BUDGET	YTD ACTUAL	ENCUM	BALANCE	% USED
55610	TUITION TO IN STATE DIST	675,609	0	675,609	290,837.13	462,993.93	-78,222	111.58%
55630	TUITION TO PRIVATE SOURC	1,748,001	0	1,748,001	473,157.28	1,255,606.41	19,237	98.90%
55800	TRAVEL	41,313	320	41,633	11,784.38	9,799.12	20,050	51.84%
56100	GENERAL INSTRUCTIONAL SU	220,163	4,537	224,700	71,510.70	47,658.44	105,531	53.03%
56110	INSTRUCTIONAL SUPPLIES	548,516	17,983	566,499	237,259.63	111,552.84	217,687	61.57%
56120	ADMIN SUPPLIES	42,453	-14,900	27,553	5,467.32	1,453.81	20,632	25.12%
56210	NATURAL GAS	211,100	0	211,100	35,368.26	175,731.74	0	100.00%
56220	ELECTRICITY	912,548	0	912,548	295,161.60	617,386.40	0	100.00%
56230	PROPANE	1,825	0	1,825	179.34	320.66	1,325	27.40%
56240	OIL	268,964	0	268,964	320.69	268,643.31	0	100.00%
56260	GASOLINE	32,786	0	32,786	7,151.52	21,348.48	4,286	86.93%
56290	FACILITIES SUPPLIES	205,945	0	205,945	154,547.93	25,945.23	25,452	87.64%
56291	MAINTENANCE COMPONENTS	29,335	0	29,335	2,116.00	27,034.00	185	99.37%
56292	UNIFORMS/ CONTRACTUAL	3,320	0	3,320	100.00	0.00	3,220	3.01%
56293	GOUNDSKEEPING SUPPLIES	4,585	0	4,585	1,020.04	2,472.00	1,093	76.16%
56410	TEXTBOOKS	154,671	10,150	164,821	120,347.00	28,522.71	15,951	90.32%
56411	CONSUMABLE TEXTS	61,489	5,330	66,819	48,926.87	3,630.84	14,261	78.66%
56420	LIBRARY BOOKS	86,828	0	86,828	16,563.70	7,599.80	62,665	27.83%
56430	PERIODICALS	25,075	279	25,354	16,590.04	756.30	8,008	68.42%
56460	WORKBOOKS	15,961	0	15,961	14,449.01	0.00	1,512	90.53%
56500	SUPPLIES - TECH RELATED	3,750	0	3,750	2,622.74	500.00	627	83.27%
57300	BUILDINGS	69,350	0	69,350	45,450.92	0.00	23,899	65.54%
57340	COMPUTERS	4,425	0	4,425	0.00	36.71	4,388	0.83%
57345	INSTRUCTIONAL EQUIPMENT	76,074	-5,670	70,404	25,782.77	4,134.20	40,487	42.49%
57400	GENERAL EQUIPMENT	139,881	-23,413	116,468	70,614.78	6,922.93	38,930	66.57%
57500	FURNITURE AND FIXTURES	264,763	-700	264,063	105,920.38	42,424.76	115,718	56.18%
58100	DUES & FEES	80,087	560	80,647	58,353.67	1,981.00	20,312	74.81%
	EXPENSE TOTAL	62,563,447	0	62,563,447	19,775,599	35,047,042	7,740,806	87.63%

NEW MILFORD 2015-16 BUDGET REPORT THROUGH NOVEMBER 20, 2015

OBJECT	ACCOUNT DESCRIPTION	BUDGET	TRANSFERS	REV. BUDGET	YTD ACTUAL	ENCUM	BALANCE	% USED
43103	EXCESS COSTS	-1,072,835	0	-1,072,835	0.00	0.00	-1,072,835	0.00%
43105	MEDICAID REIMBURSEMENT	-49,575	0	-49,575	-14,315.97	0.00	-35,259	28.88%
44105	FOI FEES	-2,272	0	-2,272	-895.50	0.00	-1,377	39.41%
44705	BUILDING USE FEES	-52,000	0	-52,000	0.00	0.00	-52,000	0.00%
44800	REGULAR ED TUITION FROM	-82,000	0	-82,000	0.00	0.00	-82,000	0.00%
44822	SPECIAL ED TUITION FROM	-19,910	0	-19,910	0.00	0.00	-19,910	0.00%
44860	ADMISSIONS/ATHLETIC GATE	-26,626	0	-26,626	0.00	0.00	-26,626	0.00%
44861	PARKING PERMIT FEES	-36,224	0	-36,224	0.00	0.00	-36,224	0.00%
44862	SCHOOL MUSICAL TICKET SA	-12,000	0	-12,000	0.00	0.00	-12,000	0.00%
49102	TRANSFER IN-OTHER	-31,197	0	-31,197	0.00	0.00	-31,197	0.00%
	REVENUE TOTAL	-1,384,639	0	-1,384,639	-15,211	0	-1,369,428	1.10%
	GRAND TOTAL	61,178,808	0	61,178,808	19,760,388	35,047,042	6,371,378	89.59%
	2014-15 through November 20, 2014	60,961,778	0	60,961,778	19,130,289	36,006,433	5,825,056	90.44%

NEW MILFORD PUBLIC SCHOOLS
 BUDGET TRANSFER REQUESTS – RECOMMENDED
 BOE MEETING DATE: 12/1/15
November 2015-2016

<u>Transfer#</u>	<u>Description</u>	<u>From: Account #</u>	<u>Amount</u>	<u>To: Account #</u>	<u>Amount</u>
DOI001	Adult Ed hours for facilitator	BDZ33037-51115 (Deputy Super.)	\$4,000.00	BDZ33037-51210 (Deputy Super.)	\$4,000.00
CO001	Purchase envelopes	BAZ25143-56120 (CO)	\$700.00	BAZ25143-55505 (CO)	\$700.00
DPP001	Substance Abuse Counselor	BPZ21143-51115 (Dept. Pupil Personnel)	\$52,000.00	BPZ21143-53200 (Dept. Pupil Personnel)	\$52,000.00

<u>Org</u>	<u>Description</u>	<u>Object</u>	<u>Description</u>
33037	Adult Ed Basic Program	51115	Certified Teacher Salaries
		51210	School Secretaries
25143	Fiscal Services	56120	Non Instructional Supplies
21143	Social Work Services	55505	Printing
		53200	Professional Services

New Milford PTO
Parent Teacher Organization
PO Box 1343
New Milford, CT 06776

November 17, 2015

Dr. JeanAnn C. Paddyfote
Superintendent
50 East Street
New Milford, CT 06776

Dear Dr. Paddyfote:

The New Milford PTO is pleased to present the following gifts to the Board of Education for approval. Please arrange for these gifts to be placed on the agenda at the next Board of Education meeting.

Northville Elementary School
\$1480.00 for Cultural Arts Assembly

Sarah Noble Intermediate School
\$1260.00 for Poetry in Motions Arts Enrichment Assembly
\$1450.00 for Cultural Arts Assembly – “Tanglewood Marionettes”

Sincerely,
Denise Reiss
TW PTO Secretary



NEW MILFORD PUBLIC SCHOOLS
Fiscal Services and Operations
50 East Street
New Milford, Connecticut 06776
(860) 354-8726 FAX (860) 355-4966

TO: JeanAnn C. Paddyfote, Superintendent
From: Jay H. Hubelbank, Director of Fiscal Services and Operations
Re: Food and Nutrition Services – Serving Lines Bid Award
Date: November 23, 2015

The Food and Nutrition Services Department recently went out to bid to replace the serving lines at Northville Elementary School and Hill and Plain School. We received two bids:

Warehouse Store Fixture Co.
84 Progress Lane
Waterbury, CT 06776
Telephone # 203-575-0111
Bid amount - \$123,664.70

Holzner Electric Construction Co.
596 John St.
Bridgeport, CT 06604
Telephone # 203-368-3425
Bid amount - \$154,400.00

I am recommending we accept the low bid from Warehouse Store Fixture Co. They did the work at SMS last year and did an excellent job within the budget they presented. If approved, we plan to install both serving lines over the February break. Funding for this project will come from the Food Services budget not the general fund.

NEW MILFORD PUBLIC SCHOOLS
Deputy Superintendent
50 East Street
New Milford, Connecticut 06776
(860) 354-3235 FAX (860) 210-2643



Joshua Smith
Deputy Superintendent of Schools

TO: Dr. JeanAnn C. Paddyfote, Superintendent of Schools
FROM: Joshua Smith, Deputy Superintendent of Schools
DATE: November 19, 2015
RE: 2015-2016 Consolidated Grant

The grant listed below will be used to supplement district funds and not to supplant them. It breaks down as follows:


- **District Consolidated Grant**

Title I – (\$302,329) *Improving Basic Programs Operated by Local Educational Agencies.* Last year we received \$271,601. This money is used for a literacy and math coach, assessment and data collection materials, and for student support services at our Title I schools.

Title II – (\$66,435) *Teacher and Principal Training and Recruiting.*

Last year we received \$66,221. This money is used for professional development for our certified staff.

Memorandum from the Office of the Director of Human Resources

TO: Dr. JeanAnn Paddyfote
FROM: Ellamae Baldelli 
RE: Certified Substitute Coverage: Report for November 2015
DATE: November 23, 2015

Attached is a monthly report of teacher absences and absence reasons.

Certified Substitute Coverage - Report for November 2015					
Total Teachers = 383					
	Total absences	# Unfilled	Full days	Half days	Notes
10/19/2015	228	75	53	22	
10/26/2015	188	52	42	10	
11/2/2015	176	33	20	13	4 day week
11/9/2015	115	26	18	8	4 day week
Certified Substitute Coverage 2015-2016 Summary					
Total Teachers = 383					
	Total absences	# Unfilled	Full days	Half days	
8/17/2015	59	1	1	0	
8/24/2015	80	2	1	1	
8/31/2015	105	10		3	
Totals	244	13	9	4	
9/7/2015	117	25	18	7	4 day week
9/14/2015	104	20	14	6	4 day week
9/21/2015	106	17	15	2	4 day week
9/28/2015	161	43	34	9	
Totals	488	105	81	24	
10/5/2015	171	49	39	10	
10/12/2015	142	40	26	14	4 day week
10/19/2015	228	75	53	22	
10/26/2015	188	52	42	10	
Totals	729	216		56	

Certified Substitute Coverage 2015-2016										
	Illness	Absence Reasons				Bereave	Jury	Unpaid	Other*	Notes
		Pers w	Pers wo	Prof.						
	* May include field trips, Religious holiday, Worker's Comp, etc.									
8/17/2015										
Full	31	3	0	0	6	0	12	0		
Half	5	2	0	0	0	0	0	0		
8/24/2015										
Full	42	3	0	0	7	0	13	0		
Half	11	4	0	0	0	0	0	0		
8/31/2015										
Full	52	5	1	0	3	0	15	0		
Half	15	7	3	4	0	0	0	0		
9/7/2015									4 day wk	
Full	39	11	1	13	4	0	13	0		
Half	23	3	2	8	0	0	0	0		
9/14/2015									4 day wk	
Full	53	5	3	2	0	0	11	0		
Half	19	2	2	5	0	0	2	0		
9/21/2015									4 day wk	
Full	57	9	3	4	0	0	11	0		
Half	16	4	0	2	0	0	0	0		
9/28/2015										
Full	69	9	3	40	0	3	15	0		
Half	14	1	1	5	0	1	0	0		
10/5/2015										
Full	89	11	0	7	5	0	16	1		
Half	25	8	0	9	0	0	0	0		
10/12/2015									4 day wk	
Full	59	8	7	7	0	2	16	0		
Half	33	4	1	5	0	0	0	0		
10/19/2015										
Full	99	7	7	29	5	2	23	2		
Half	32	1	2	19	0	0	0	0		
10/26/2015										
Full	73	5	1	46	2	2	20	1		
Half	28	4	3	2	0	0	0	1		
11/2/2015									4 day wk	
Full	99	7	3	5	5	0	17	0		
Half	28	8	1	2	0	0	0	1		
11/9/2015									4 day wk	
Full	65	3	2	2	4	0	8	2		
Half	16	2	2	8	0	0	0	1		

Memorandum from the Office of the Director of Human Resources

TO: Dr. JeanAnn Paddyfote
CC: Mr. Joshua Smith
FROM: Ellamae Baldelli and Jay Hubelbank
RE: Options to Consider for Certified Substitute Coverage
DATE: December 1, 2015

Currently, the compensation rate for a substitute teacher is \$75.00 per day. Once a substitute teacher works ninety (90) days in the district, he/she is compensated at \$80.00 per day.

If a substitute teacher is filling a long-term position, normally, the compensation begins at \$75.00 per day for the first twenty days, increases to \$115.00 per day on day twenty-one and then increases to Step 1 on the teachers' salary schedule on day forty-one (41). If a substitute teacher is a retired teacher who substitutes in a position that has been determined to be a shortage area by the State Department of Education that compensation must be equivalent to the per diem rate of a current teacher with comparable certification and years of experience.

Over the past few years, it has become increasingly difficult to find enough substitute teachers to cover certified staff absences, not only in our district, but in many of the surrounding area schools.

Two options for consideration are:

- Eliminate the ninety day protocol and compensate at the rate of \$80, \$85, \$90, \$95, or \$100 per day
- Out sourcing to a substitute recruiting which would cost approximately \$100 per day

Please see the attached sheet for a breakdown in costs.

2014-15 Substitute Data						
Type of Sub	Total	Pay Rate	# of Subs	Subs/day		
Subs paid at \$75/day	113,723.75	\$75	1,516.32	8.38		
Subs paid at \$80/day	139,819.00	\$80	1,747.74	9.66		
Total	253,542.75	37.41%	3,264.05	18.03		
Subs paid at 115/day	30,303	\$115	263.50	1.46		
Period Coverage	52,680	\$30	1,756	1.39		
Long Term Subs	338,069	49.88%				
Total	674,595					
Actual	677,775					
Projected costs based on current fill rate						
# of Subs	Rate	Cost	Increase			
3,264.05	\$85.00	277,444.60	23,902			
3,264.05	\$90.00	293,764.88	40,222			
3,264.05	\$95.00	310,085.15	56,542			
3,264.05	\$100.00	326,405.42	72,863			
Projected Costs based various fill rate						
	Needed	Cost at				
Fill Rate	5,034	\$80	\$85	\$90	\$95	\$100
70%	3,524	\$281,904	\$299,523	\$317,142	\$334,761	\$352,380
75%	3,776	\$302,040	\$320,918	\$339,795	\$358,673	\$377,550
80%	4,027	\$322,176	\$342,312	\$362,448	\$382,584	\$402,720
85%	4,279	\$342,312	\$363,707	\$385,101	\$406,496	\$427,890
90%	4,531	\$362,448	\$385,101	\$407,754	\$430,407	\$453,060
95%	4,782	\$382,584	\$406,496	\$430,407	\$454,319	\$478,230
100%	5,034	\$402,720	\$427,890	\$453,060	\$478,230	\$503,400