

## Emergency Substitute Rate Incentive SY2020-2021

### Current Substitute Issue:

The COVID-19 pandemic, in addition to regular absence reasons, has increased the number of teacher absences to about 6-7 a day in many of our schools. Such has caused a significant increase in the demand for substitutes, at a time when many substitutes (*who are retired and older*) are not willing to take a substitute assignment due COVID-19 concerns. This is a national problem for many open school districts...and very evident in the open Atlanta metro districts, whom FCS competes with for substitute personnel.

### Treatments:

- ☐ Establish an emergency substitute daily rate incentive that is temporary and, thus, will expire as of May 31, 2021
- ☐ If occurs, pay a quarantined substitute (*teacher*) an \$75 flat daily rate during the quarantine period...(not reoccurring)
- ☐ Increase the maximum number of substitute workdays per month from 17 to 20
- ☐ Increase advertisement for substitutes on metro area radio, signage, social media
- ☐ Consider a third-party vender as another source for substitutes

### Emergency Substitute Rate Incentive

	Base Rate	Emergency Incentive Amount	Total Daily Rate
Substitute Para/Clinic/Clerical	\$80	\$20	\$100
Substitute Teacher Daily	\$100	\$75	\$175
Substitute Teacher Long-Term	\$120	\$80	\$200

### Projected FY21 Budget Impact

FY21 Substitute Budget: **\$8M**.....Current Balance: **\$7M**

Current Total Jobs Sub Required Average	Current Daily Sub Jobs Filled Average	Daily Sub Jobs Filled Average Increase Target	Daily Sub Jobs Filled Average Increase Total	Emergency Rate Increase Average
685	308 (45%)	171 (25%)	479	\$158

**479 x 100 Days x \$158 = \$7.6M**  
**Adjustment to FY21 Budget = \$600K**