

Hard to Fill Substitute and Staff Recruitment & Retention Grant

Use of Funds: \$10 million may be used for hard-to-fill substitute positions to increase the rate of pay for substitute teachers AND provide supplementary pay for hard-to-fill classified school support staff, which includes bus drivers, custodians, safety staff, office staff, school nutrition staff, and paraprofessionals.”

KSD estimated grant amount: \$64,124-Must be spent by December 15, 2021

Proposal for Substitute Pay: KSD has not increased substitute pay since the 2015-16 school year. Going forth it is recommended that KSD increase substitute rate the same percentage increase as the classified salary schedule. It is recommended that the KSD board approve the following substitute increases funded by the general fund beginning November 11, 2021:

- Certified Substitute Positions
 - \$110 per day for non-degree
 - \$125 per day for Bachelor' degree or substituted for KSD a minimum of 100 times and received substitute certification through a district approved program.

- Non-Certified Substitute Positions
 - \$80 per day for non-degree
 - \$95 per day for Bachelor' degree or substituted for KSD a minimum of 100 times and received a substitute program through a district approved program.

*If classified KSD employees are covering in a substitute position and the substitute position would be a higher level of pay, the KSD employee will receive the higher level of pay for the time they are covering in the substitute position.

Retention Bonus: It is recommended that KSD utilize the Hard to Fill Substitute and Staff Grant funds to provide retention bonuses for those **current classified** staff members that are eligible per the criteria outlined above. Staff members will receive “shares” based upon the criteria below. The amount of each share will be determined by dividing the number of total shares earned by the total amount of the grant funds. Current classified KSD staff members will receive whole or half shares for each of the criteria the meet outlined below.

- 1 share if staff member has been employed full time (scheduled at least 30 hours per week) prior to February 1, 2020.
- .5 share if staff member has been employed part time (scheduled between 15-29.5 hours per week) prior to February 1, 2020
- 1 share if staff member has been employed full time (scheduled at least 30 hours per week) from February 1, 2020 to November 10, 2021 for at least 45 days.
- .5 share if staff member has been employed part time (scheduled between 15-29.5 hours per week) from February 1, 2020 to November 10, 2021 for at least 45 days.

- 1 share for substitute that has subbed at least 125 days from August 26, 2020 to November 10, 2021