

4.2.3

Personnel Committee Minutes

November 5, 2019

Present: Joe Phelan, Tom Burnell, Christine Natoli, Steve Jenkins, Diane Lyons, Jackie Raccuia

The committee discussed the following:

- There is difficulty in finding certified substitute teachers. It is a county wide issue. The district will evaluate the fiscal impact of a salary increase for substitute teachers and consider an increase. The district would like to stay at a competitive rate with the other area school districts.
- The district would like to explore the possibility of accessing online opportunities for some students through BOCES co-sers.
- The Dutchess County Contract Analysis was discussed in preparation for the upcoming RTA negotiations.

Next meeting: December 5th

Respectfully submitted by Jacqueline Raccuia

SUBSTITUTE PAY RATES 2018-2019

NOTE: Rates shown are starting rates - they do not reflect higher rates or stipends for years of education, experience, or long term subs.

Job Description	Arlington	Dover	Hyde Park	Millbrook	Pawling	Pine Plains	Red Hook	Rhinebeck	Spackenkill	Wappingers	Webutuck	Dutchess BOCES	OU BOCES	SW BOCES	Ulster BOCES	Mean	Median	
Sub Bus Driver	\$20.28		\$15.00		\$18.00	\$18.00	\$15.50		\$25.33	\$17.89	\$18.00	\$20.19			\$22.00	\$19.02	\$18.00	per hr
Sub Cafeteria Worker	\$11.01	\$11.10	\$11.25	\$11.10	\$10.40	\$12.00	\$10.40	\$10.40	\$10.40	\$10.40	\$10.69	\$10.40	\$10.40			\$10.77	\$10.40	per hr
Sub Clerical	\$15.57	\$12.00	\$11.50	\$11.10	\$12.00	\$12.00	\$10.40	\$14.22	\$10.40	\$10.40	\$12.85	\$12.00			\$16.00	\$12.34	\$12.00	per hr
Sub Custodial		\$12.00	\$11.50	\$11.97	\$13.00	\$13.00	\$10.85	\$14.22	\$12.50		\$13.36	\$11.00	\$10.40		\$14.00	\$12.32	\$12.25	per hr
Sub Interpreter	\$18.00					\$22.00		\$25.00					\$75.00			\$35.00	\$23.50	per hr
Sub School Monitor	\$12.05	\$11.10	\$11.25	\$11.10	\$11.00	\$10.50	\$10.40	\$11.45	\$10.40	\$10.40	\$11.29					\$10.99	\$11.10	per hr
Sub Schl Nurse (LPN)		\$95.00			\$111.00	\$125.00		\$94.00									\$103.00	per day
Sub Schl Nurse (RN)	\$125.00	\$175.00	\$130.00	\$137.41	\$125.00	\$140.00	\$119.00	\$125.00	\$150.00	\$100.00	\$140.00	\$75.00	\$175.00	\$280.49	\$293.51	\$152.69	\$137.41	per day
Sub Schl Nurse Unlicensed	\$17.86	\$25.00	\$18.57	\$19.63	\$17.86	\$20.00	\$17.86	\$17.86	\$21.43	\$14.29	\$20.00	\$10.71	\$25.00	\$40.07	\$41.93	\$21.81	\$19.63	per hr
Sub Teacher (Cert)	\$85.00	\$105.00	\$105.00	\$85.00	\$100.00	\$105.00	\$90.00	\$90.00	\$85.00	\$86.00	\$90.00	\$85.00	\$90.00	\$125.00	\$125.00	\$96.73	\$90.00	per day
Sub Teacher (Non-Cert)	\$75.00	\$100.00	\$95.00	\$72.00	\$84.00	\$85.00	\$75.00	\$80.00	\$80.00	\$72.80	\$85.00	\$75.00	\$75.00	\$100.00	\$120.00	\$84.92	\$80.00	per day
Sub Teacher Aide	\$78.75	\$78.75	\$78.75	\$77.70	\$77.00	\$73.50	\$72.80	\$80.15	\$72.80	\$83.72	\$83.72	\$72.80	\$72.80	\$100.00	\$72.00	\$77.91	\$77.00	per day
Sub Teaching Assistant	\$87.50	\$80.50	\$80.50	\$77.70	\$78.00	\$80.00	\$80.00	\$80.00	\$72.80	\$81.20	\$83.72	\$73.00	\$75.00	\$100.00	\$72.00	\$80.14	\$80.00	per hr
	\$12.50	\$11.50	\$11.50	\$11.10	\$11.14	\$11.43	\$11.43	\$11.43	\$10.40	\$11.60	\$11.96	\$10.43	\$10.71	\$14.29	\$10.29	\$11.45	\$11.43	per hr

SUBSTITUTE PAY RATES 2019-2020

NOTE: Rates shown are current starting rates - they do not reflect higher rates or stipends for years of education, experience, or long term subs.

Job Description	Arlington	Beacon	Dover	Hyde Park	Millbrook	Pawling	Pine Plains	Poughkeepsie	Red Hook	Rhinebeck	Spackenkill	Webutuck	Dutchess BOCES	OU BOCES	QUESTAR III	SW BOCES	Ulster BOCES	Mean	Median	
Sub Bus Driver	\$24.37	\$22.16		\$18.50		\$18.00	\$19.00	\$25.00	\$18.00	\$25.84	\$19.00	\$18.00	\$20.19			\$32.36	\$22.00	\$21.95	\$21.10 per hr	
Sub Cafeteria Worker	\$11.80	\$14.60	\$11.48	\$12.00	\$11.10	\$11.10	\$13.00	\$11.10	\$11.10	\$11.10	\$11.10	\$10.89	\$10.40	\$10.40			\$18.00	\$11.80	\$11.10	\$11.10 per hr
Sub Clerical	\$16.77	\$17.62	\$12.60	\$12.25	\$11.10	\$12.00	\$12.50	\$11.10	\$11.10	\$14.22	\$11.10	\$12.85	\$12.70		\$18.50		\$16.00	\$13.48	\$12.50	per hr
Sub Custodial		\$16.34	\$12.50	\$12.25	\$11.97	\$13.00	\$14.00	\$12.89	\$11.10	\$14.22	\$12.50	\$13.36	\$11.70	\$11.10	\$12.62		\$14.00	\$12.90	\$12.62	per hr
Sub Interpreter	\$18.00						\$22.00			\$25.00				\$75.00				\$35.00	\$23.50	per hr
Sub School Monitor	\$12.34	\$13.06	\$12.00	\$12.00	\$11.10	\$11.10	\$12.50	\$11.10	\$11.10	\$11.45	\$11.10	\$11.29						\$11.68	\$11.37	per hr
Sub Schl Nurse (LPN)		\$174.42	\$95.00			\$111.00	\$130.00			\$94.00					\$145.00			\$124.90	\$120.60	per day
Sub Schl Nurse (RN)	\$125.00	\$204.42	\$175.00	\$130.00	\$137.41	\$125.00	\$150.00	\$135.00	\$119.00	\$125.00	\$150.00	\$140.00	\$85.00	\$175.00	\$145.00	(retiree)	\$293.51	\$162.36	\$140.00	per day
Sub Schl Nurse Unlicensed	\$17.86	\$25.00	\$25.00	\$18.57	\$19.63	\$17.86	\$21.43	\$17.86	\$17.00	\$17.86	\$21.43	\$20.00	\$12.14	\$25.00		\$49.39	\$41.93	\$23.19	\$20.00	per hr
Sub Teacher (Cert)	\$100.00	\$100.00	\$110.00	\$105.00	\$95.00	\$100.00	\$110.00	\$125.00	\$100.00	\$90.00	\$85.00	\$90.00	\$100.00	\$90.00	\$100.00	\$130.00	\$128.00	\$103.41	\$100.00	per day
Sub Teacher (Non-Cert)	\$85.00	\$82.00	\$90.00	\$95.00	\$82.00	\$84.00	\$95.00	\$100.00	\$85.00	\$80.00	\$80.00	\$85.00	\$80.00	\$75.00	\$100.00	\$105.00	\$123.00	\$89.76	\$85.00	per day
Sub Teacher Aide	\$91.42	\$13.06	\$12.25	\$12.00	\$11.10	\$11.00	\$11.10	\$77.70	\$77.70	\$80.15	\$77.70	\$83.72	\$77.70	\$72.80		\$105.00	\$74.00	\$81.80	\$77.70	per day
Sub Teaching Assistant	\$89.81	\$106.39	\$87.50	\$85.75	\$77.70	\$78.00	\$95.00	\$78.00		\$80.00	\$77.70	\$83.72	\$78.00	\$75.00	\$100.00	\$105.00	\$74.00	\$85.72	\$81.86	per day
	\$12.83	\$15.19	\$12.50	\$12.25	\$11.10	\$11.14	\$13.57	\$11.14		\$11.43	\$11.10	\$11.96	\$11.14	\$10.71	\$14.29	\$15.00	\$10.57	\$12.25	\$11.69	per hr