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TO: Board of Education

FROM: Dale Ellis

DATE: February 7, 2022

SUBJ: Substitute Bonus Plan (Action Item)

I know the substitute workers through ESS have approached several of you regarding bonuses. While we are under no obligation to provide such bonuses, I understand the concern. These substitute workers are very valuable to the daily operations of the district. In light of this fact, I would suggest the following bonus schedule:

Worked less than 10 days in the 2021-22 school year – No bonus
Worked at least 10, but less than 25 days this school year – One day bonus (+/- $100)
Worked 25 or more days in the 2021-22 school year – Two days bonus (+/- $200)

Based upon the numbers supplied by ESS, the overall cost of this plan will be approximately $10,000. I can support the plan because it provides something to these valuable workers without significant impact to our overall budgets.

I recommend approval of the plan.

I am available to answer any questions you may have.