

Independence School District Substitute RFP Data and FAQ

Substitute Teacher- \$130 per day/ \$65 per half day

- Long Term Substitute Teacher (Missouri Teacher's Certificate)- \$165 per day
- Long Term Substitute Teacher (Missouri Substitute Teacher's Certificate)- \$150 per day
- Substitute Paraeducator- \$125 per day
- Substitute Early Education (Diploma/GED)- \$14.35 per hour
- Substitute Early Education (60+ College Hours)- \$15.89 per hour

The District anticipates roughly 13,932 absences each year to be filled by the contractor, with a large percentage of the absences filled with less than a 24-hour notice.

Amount spent on sub services for 22-23, 23-24, and 24-25 school years.

- 22-23
 - Para - \$130,975.20
 - Certificated - \$1,095,576.92
 - Teachers Subbing - \$133,662.50
 - Total - \$1,360,214.62
- 23-24
 - Para - \$135,228.81
 - Certificated - \$1,156,603.53
 - Teachers Subbing - \$126,550.00
 - Total - \$1,418,382.33
- 24-25
 - Para - \$140,628.01
 - Certificated - \$1,092,871.32
 - Teachers Subbing - \$189,449.80
 - Total - \$1,422,949.13

FAQ

1. Is this a new contract or a renewal of an existing contract? This is a new contract.
2. If there is an existing contract, could you please share the names of the current vendors and their pricing? Not an existing contract.
3. In order to be considered responsive for this solicitation, is it mandatory to bid on all positions? Bidding on all positions is not mandatory, but it is recommended.
4. What is the estimated budget for this contract? As listed in the RFP, the District spends an average of \$1.4 million on our current substitutes.
5. Is it mandatory to subcontract? We are hoping to partner with one company.
6. Could you please provide information on the daily duration of shifts required for the necessary professions? For example, the number of hours per day?
 - a. Teachers - 8 hours
 - b. Paras - 7.75 hours
 - c. LPN, RN and BSN - 8.5 hours
 - d. Early Education - 8 hours
 - Early Education TA - 8.5 hours
7. Of the roughly 13,932 absences each year to be filled by the contractor, what is the breakdown of absences by position?
2024-2025:
Teachers = 11,198
Paras = 705
Early Education = 2,029
Total = 13,932
8. Long Term Substitute Teacher (Missouri Teacher's Certificate)- We do not differentiate between Long term sub with or without certificate. We had 26 long term classroom positions filled with an average of a 47 day leave.

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10. Substitute Paraeducator-

- 2024-2025 = 705 absences
- 2023-2024 = 720 absences
- 2022-2023 = 643 absences
- 3 YR Average = 689 absences

11. Substitute Early Education (Diploma/GED) - 8 subs a day for 1246 absences

12. Substitute Early Education (60+ College Hours)- 8 subs a day for 1246 absences

13. How many hours in a work day for each position above?

- a. Teachers - 8 hours
- b. Paras - 7.75 hours
- c. LPN, RN and BSN - 8.5 hours
- d. Early Education - 8 hours
 - Early Education TA - 8.5 hours

14. Payroll System - Keystone

15. Employment Services - Frontline