



SCHOOL CITY OF HOBART

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"Building College and Career Ready Brickies"

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& Compliance

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October 29, 2021

Dear Dr. Buffington,

I am recommending an increase in the pay scale for substitute teachers and substitute clerical/aide staff. This recommended increase will allow us to remain competitive with neighboring districts, and assist in ensuring that all of our classrooms have adequate coverage in the absence of the regular teacher.

The recommended pay scale is as follows:

Licensed Indiana Teacher - \$100.00 per day
Substitute Permit with Bachelor's degree or higher - \$90.00 per day
Substitute Permit with High School diploma - \$80.00 per day
Substitute Aide/Clerical Positions - \$10.25 per hour

In addition, I am recommending that we continue to offer the stipend of \$120.00 to substitute teachers who accumulate a combined total of 15 work days on Mondays and Fridays throughout the school year, to assist with coverage on high demand days.

I am also recommending an increase to the Substitute Food Services position to \$10.25 per hour, and the Substitute Nurse position to \$18.36 per hour.

I recommend that this increase take effect on Monday, November 8, 2021, pending board approval. Thank you for your consideration.

Sincerely,

Jonathan Mock, Ed.S.
Director of HR & Compliance