

Centennial discusses substitute hiring

By Gary Weckselblatt Staff Writer | Posted: Thursday, July 3, 2014 12:00 am

A Centennial school board director's query into the pay of non-professional staff substitutes led to a discussion of whether the district's contract with an outside firm costs too much and prevents the district from hiring subs on its own.

David Shafter questioned the pay of positions such as receptionists, secretaries, monitors, bus aides, food service workers, instructional aides and student support aides when the board considered extending its contract with Source4Teachers, which provides substitutes for the district.

Pay for those positions ranges from \$12.61 to \$16.23 per hour.

"I think that's extremely high," Shafter said at a recent board meeting. "With the unemployment we have in this area, I find it hard to believe we can't fill these positions."

Superintendent Joyce Mundy said the savings with the deal "are not apparent in the day-to-day rates," because Source4Teachers picks up the cost for such items as Social Security, pension and worker's compensation in that hourly rate. And that, she said, frees the district from that responsibility.

Perhaps a bigger issue Shafter unearthed in the contract extension proposal was the word "exclusivity," which would prevent the district from using its in-house call list to fill day-to-day vacancies.

Board member Kati Driban said she wouldn't vote for the contract "with that phrase in there."

The directors decided to change the term to "non exclusive," to make the contract palatable. With that change, it passed unanimously.

Jane Schrader Lynch, the board's president, said the contract had passed the Finance Committee. Director Michael Hartline, chairman of the Finance Committee, explained that his committee dealt with "20-some contracts" in its last meeting and missed the "exclusivity" tag.

"It was a good catch by Dave," he said. "Last year, we didn't have exclusive in there, and the same clause needed to be in that (new) one."

Hartline, in a telephone conversation after the meeting, said the district has been happy with Source4Teachers.

"You never like to give exclusivity unless you have to," he said. "It certainly does not hurt the district to have all of its options open."