

Glassboro Public Schools



MEMO

To: Mark Silverstein

From: Lisa Ridgway

Date: August 16, 2022

Re: Informational Item – ESS SY 2021-22 Report

Attached you will find the 2021-22 SY Year End Report from ESS. In coordination with Dr. Preston, the administration would like to implement some new practices in order to reach a wider base of potential substitutes, including the addition of a link on our website that would take interested applicants to the ESS hiring application and using the district social media to advertise for subs. Another item to attract building based subs is the recommendation to increase the daily rate to \$125 per day. This would place the district over the average rate for the county but still be slightly less than the daily rate for long term substitutes.



SY 2021-2022 – Year End Program Review July 12, 2022

Data Set: September 1, 2021 – June 30, 2022

SY 2021-2022 Key Measures & Results

Data Set: September 1, 2021 – June 30, 2022

Total Substitute Jobs Filled: 3096

- Teachers: 2536
- Paraprofessionals: 410
- Clerical: 112
- After School Enrichment: 38

Type of Employee	Filled	Total Substitute Requests
After School Enrichment	38	38
Clerical	112	139
Para	410	1272
Teacher	2536	4922
Grand Total	3096	6423

School Location:

School Location	Filled	Total Substitute Requests
Glassboro - Board Office	91	91
Glassboro - CST	0	9
Glassboro - Dorothy L. Bullock School	730	1320
Glassboro - Glassboro High School	840	1616
Glassboro - Intermediate School	377	1262
Glassboro - J. Harvey Rodgers School	716	1193
Glassboro - Operations	0	7
Glassboro - Thomas E. Bowe School	342	925
Grand Total	3096	6423

Building Based Substitutes by School Location	Count of Jobs Filled (BBS)
Glassboro - Dorothy L. Bullock School	170
Vickers, Carolyn	170
Glassboro - Glassboro High School	269
Harrod, Shaun	169
Lacey, Christopher	38
Longley, Jennifer	16
Uris, Mitchell	46
Glassboro - J. Harvey Rodgers School	258
Dorsey, Deborah	168
Jenkins, Regina	7
Sutaria, Zona	83
Glassboro - Thomas E. Bowe School	169
Nimri, Anne	169
Grand Total	866

Building Based Substitute Teacher Jobs Filled: 866

Long Term Substitute Teacher Jobs Filled: 991

Substitute Efficiency: 26.81% (NJ Average is 16%)

- 85 Working Subs / 317 Available Subs = 26.81%
- 91 new Substitutes Added to Glassboro Pool Since 7/1/21

Top Substitutes

Substitute Name	Count of Jobs Filled	Substitute Name	Count of Jobs Filled	Substitute Name	Count of Jobs Filled
Harrod, Shaun	191	Walker, Tammy	33	Alessio, Gianni	4
Mc Williams, Melissa	187	Keith, Edward	24	Bush, Darrell	4
Vickers, Carolyn	170	Jenkins, Regina	20	Innaurato, Joseph	4
Nimri, Anne	169	KELLY, MEGAN	20	McDowell, James	3
Dorsey, Deborrah	168	Price, Jenna	18	Ochinegro, Olivia	3
Kinash-Shipman, Andrew	165	Scaffo, Alexander	18	Salerno, Elizabeth	3
Keller, Judith	130	Wolfe, Alyssa	18	DeRose, Georgina	2
Sutaria, Zona	122	Longley, Jennifer	16	Genise, Luke	2
Hinton-Suiter, Jeannette	112	Nichter, Laura	16	Holloman, Rachel	2
Soto, Joseph	96	Walker, Amirah	16	Leone, Mia	2
Bell, Joseph	95	Davenport, Dominique	15	Marcucci, Gabrielle	2
Foster, Dianne	94	Klevence, Riley	14	Meola, Mia	2
Gamble, Jo Ann	91	Singer, Jake	12	Pearson, William	2
Pappas, Alana	88	Taylor, Jasmine	12	Zamparelli, Annie	2
Ferraro, Stacy	87	Tedeschi Jr, John	12	Ambroskiewicz, Thomas	1
Hines, Marcus	83	Robinson, Tammi	11	Barnabei, Danielle	1
Dowdy, Shaun	79	Allen, Ross	10	Beckel, Sharyn	1
Lombardi, Daria	71	Starr, Paige	10	Dilks, Rebecca	1
Barnas, Anne	60	Atkins, Kimberly	9	Dinovi, Charlene	1
Nawoyski, Rachel	57	Carter, Jason	9	FANELLI-GRANT, Michelle	1
KAUFFMAN, RUTH	56	DeSantos, Emily	9	Johnson, Autumn	1
Matthews-Johnson, Heather	56	Johnson, Jasmine	9	Johnson, James	1
Turley, Michele	48	Mellott, Jessica	9	Kukieza, Annie	1
Uris, Mitchell	47	Green, Wicky	8	Milano, Carmen	1
Lacey, Christopher	40	Adedokun, Grace	6	Murray, Kayleigh	1
DeSimone, Samantha	38	Danenhower, Mary	6	Robinson, Walter	1
Lydic, Megan	38	Rivello, Bria	6	Smith, Natalia	1
Mazzeo, Vito	35	Liberto, Jerry	5	Stern, Daniel	1
				Walker, Cherrie	1
Grand Total					3096

Advanced Notice – Substitute Requests

How much advanced notice is being given for substitute requests?

Substitute Request - Advanced Notice	Filled	Total Substitute Requests
Absence Created/Edited <1 Hour Before School Start Time	5	88
Absence Created/Edited 1-2 Hours Before School Start Time	6	126
Absence Created/Edited 2-4 Hours Before School Start Time	19	120
Absence Created/Edited 4-8 Hours Before School Start Time	26	104
Absence Created/Edited 8-12 Hours Before School Start Time	42	254
Absence Created/Edited 12-16 Hours Before School Start Time	16	264
Absence Created/Edited 16-20 Hours Before School Start Time	92	1162
Absence Created/Edited 20-24 Hours Before School Start Time	199	293
Absence Created/Edited 24+ Hours Before School Start Time	2284	3605
Absence Created/Edited After School Start Time	407	407
Grand Total	3096	6423

Substitute Wage Rates

Average Substitute Wage Rates in Gloucester County and Surrounding Areas:

- Daily Substitute Teacher: \$110.00
- Daily Substitute Paraprofessional: \$95.00 (NJ Minimum Wage for Full Day will be \$98.00 as of Jan. 1, 2023, when Minimum Wage increases to \$14.00 per hour)
- Building Based Substitute Teacher: \$115.00
- Daily Substitute Clerical: \$101.33

Glassboro Public Schools Substitute Wage Rates:

- Daily Substitute Teacher: \$110.00
- Daily Substitute Paraprofessional: \$98.00
- Building Based Substitute Teacher: \$115.00
- Daily Substitute Clerical: \$91.00

Recruiting Strategy and Samples

DIGITAL

- #1 source of recruited candidates is referrals
- #2 source of recruited candidates is school district employment opportunities page
 - Flyers, social media posts
 - Grass Roots – lawn signs, banner
- #3 source of recruited candidates is with Online Job Boards (Indeed, NJ School Jobs, K12 Job Spot, etc.)
 - Broadbean connects all of our job boards in one place so that no applicants are missed



Event Flyer



Lawn Sign



Facebook Ad



School Hiring Card

ESS Career Kickstart Incentive



CAREER KICKSTART INCENTIVE



Start your education career.
We'll help pay.



We're hiring substitutes and support staff for school districts near you,
and we'll help pay for the credentials required to get you into the classroom.

Through the Career Kickstart Incentive, ESS will compensate new substitutes and
support staff for some of the costs required to get properly credentialed.

- Substitute & permanent staff hired after January 3, 2022 are eligible
- Must successfully work 25 days with ESS prior to June 30, 2022
- Maximum compensation payout of \$125,000



ESS Refer A Friend – Available for ANYONE!



Refer a friend, make \$100.

Make a difference in your community while earning money. Through the ESS Refer a Friend program, we'll pay you \$100 for every eligible friend you refer to help support our schools and students.

ESS is hiring substitute teachers, aides, and school support staff.

Visit Refer.ESS.com to get started!

Program Details

- Before referring a friend, register at Refer.ESS.com to access your shareable referral links.
- Your friend must register through your referral link before beginning their ESS application.
- Referred friends must be brand new to the ESS application process to qualify for the Refer a Friend program.
- You will receive your referral reward once your friend works 10 of their first 45 calendar days with ESS.
- Additional terms and conditions apply.



Discussion Topics



- Increase Number of Building Based Substitutes at Each School Location:
 - High School: keep 4?
 - Thomas E. Bowe School: increase from 1 to 3?
 - Dorothy L. Bullock School: increase from 1 to 2?
 - J. Harvey Rodgers School: increase from 1.5 to 3?
 - Intermediate School: 3?
 - Total: 15?
- Wage Rate Increase for BBS? Daily Substitutes? Substitute Paras?
- On-Site Events? Open Houses?
- District Social Media Partnership?

Contact Information

ESS LIVE SUPPORT

856-482-0300, Option 2

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