

Glassboro Public Schools



MEMO

To: Mark Silverstein

From: Lisa Ridgway

Date: June 1, 2023

Re: Resolution – Renewal for Substitute Services

Recommend the Board extend the ESS Contract Services for the 2023-24 school year, as follows.

For the 2023-24 School Year, we would need to increase the following rate in our contract in order to stay in compliance with minimum wage legislation.

- Paraprofessional Rate – Increase from \$98.00 to \$100.00

Please find the rates for the 2022-23 School Year listed below:

Position	Pay Rate	Bill Rate	Rule
<i>Full Day Substitute Teacher</i>	110.00	143.00	
<i>Half Day Substitute Teacher</i>	55.00	71.50	
<i>Full Day Long Term Substitute Teacher</i>	130.00	169.00	Administered on Day 1
<i>Half Day Long Term Substitute Teacher</i>	65.00	84.50	Administered on Day 1
<i>Full Day Long Term Substitute Teacher Discretionary</i>	313.00	406.90	
<i>Half Day Long Term Substitute Teacher Discretionary</i>	156.50	203.45	
<i>Full Day LTS Teacher Retired Educator</i>	175.00	227.50	
<i>Half Day LTS Teacher Retired Educator</i>	87.50	113.75	
<i>Full Day Building Based Substitute Teacher</i>	125.00	162.50	
<i>Half Day Building Based Substitute Teacher</i>	62.50	81.25	

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<i>Full Day Substitute Paraprofessional</i>	100.00	130.00	
<i>Half Day Substitute Paraprofessional</i>	50.00	65.00	
<i>Full Day Long Term Substitute Paraprofessional</i>	105.00	136.50	Administered on Day 1
<i>Half Day Long Term Substitute Paraprofessional</i>	52.50	68.25	Administered on Day 1
<i>Full Day Substitute Clerical</i>	98.81	128.45	
<i>Half Day Substitute Clerical</i>	49.41	64.23	
<i>After School Enrichment Program - Hourly</i>	39.00	50.70	

ADDENDUM TO EXTEND AGREEMENT

This is an Addendum to an Agreement between **ESS Northeast, LLC**, a Delaware limited liability company (the “Company”) and the **Glassboro Public Schools** (hereinafter referred to as “LEA” for Local Education Agency).

Whereas, the LEA and the Company entered into an Agreement whereby Company is to provide substitute staffing to fill positions at the request of the District for a period ending June 30, 2023;

Whereas, LEA and Company are desirous of extending the term of the Agreement through June 30, 2024 with the provisions set forth below;

Now, Therefore, be it agreed between the parties, as follows:

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2023 through June 30, 2024;
2. Effective July 1, 2023, Addendum “A” to the Agreement, Pricing, is amended as per the attached revised Addendum “A”;
3. This Agreement will automatically renew for additional one (1) year periods unless either party provides written notice of termination at least ninety days prior to the end of the fiscal school year.
4. Except as specifically and explicitly set forth herein, all other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first set forth below.

Glassboro Public Schools

By _____
Signature

Name and Title

Date _____

ESS Northeast, LLC

By _____
W. Andrew Hall, Executive V.P.

**EXHIBIT A
Pricing Plan**

Position	Pay Rate	Bill Rate	Rule
Full Day Substitute Teacher	\$110.00	\$143.00	
Half Day Substitute Teacher	\$55.00	\$71.50	
Full Day Long Term Substitute Teacher	\$130.00	\$169.00	Administered on Day 1
Half Day Long Term Substitute Teacher	\$65.00	\$84.50	Administered on Day 1
Full Day Long Term Substitute Teacher Placement - Discretionary	\$313.00	\$406.90	Discretionary
Half Day Long Term Substitute Teacher Placement - Discretionary	\$156.50	\$203.45	Discretionary
Full Day Long Term Substitute Teacher Placement - Retired Educators	\$175.00	\$227.50	
Half Day Long Term Substitute Teacher Placement - Retired Educators	\$87.50	\$113.75	
Full Day Building Based Substitute Teacher	\$125.00	\$162.50	
Half Day Building Based Substitute Teacher	\$62.50	\$81.25	
Full Day Substitute Paraprofessional	\$100.00	\$130.00	
Half Day Substitute Paraprofessional	\$50.00	\$65.00	
Full Day Long Term Substitute Paraprofessional	\$105.00	\$136.50	Administered on Day 1
Half Day Long Term Substitute Paraprofessional	\$52.50	\$68.25	Administered on Day 1
Full Day Substitute Clerical	\$98.81	\$128.45	
Half Day Substitute Clerical	\$49.41	\$64.23	
After School Enrichment Program - Hourly	\$39.00	\$50.70	

Company will comply with state law requiring paid leave. District will reimburse Company for paid leave days taken by Company staff for a district assignment per the service rate set forth in the pricing exhibit.