

Glassboro Public Schools



MEMO

To: Dr. Mark Silverstein, Superintendent of Schools

From: Danielle M. Sochor, Interim Director of Curriculum and Instruction

Date: March 6, 2020

Re: Action Memo

March 19, 2020 Board Meeting

Request Board approval to increase substitute nurse rate of pay. The rate has not been increased in over 10 years. The current rate is \$175.00 and the requested amount is between \$225.00-\$250.00.

Please see the accompanying letter and survey of area districts daily substitute nurse rate of pay.

SURVEY OF AREA DISTRICTS DAILY SUBSTITUTE NURSE RATE OF PAY

Washington Township (our biggest competitor for subs- (two of our subs also sub here)	\$225
Delsea (two of our subs also sub here)	\$250
Franklin Township	\$225
West Deptford	\$200
Woodbury	\$220
Clayton	\$170
Pitman	\$175

Dorothy L. Bullock School

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www.glassboroschools.us

Mrs. Marian Dunn
School Nurse

Mr. Richard J. Taibi, Principal
Mrs. Joan Mannino, Secretary to the Principal

Mrs. Nina Gomez
Secretary

February 12, 2020

To: Danielle Sochor

From: Marian Dunn

Re: Request for Increase in Substitute Nurse rate of pay

Hi Danielle,

As discussed recently, I would like to request consideration to increasing the rate of pay for sub nurses. We have not increased the pay rate for greater than ten years. At that time, we took the lead and offered the highest rate of pay in the area. At the present time, other districts have raised their pay rate and this frequently results in some of our subs passing us in order to work elsewhere for more pay.

While our sub list looks lengthy, the majority of our sub nurses have other jobs as well. Some are only available at certain times of the year and some sub in other districts. The nurses who sub in Washington Township and for Delsea get paid more to work in these districts and have been infrequently available to us this school year.

While the sub nurse rate of pay is much higher than the teacher rate of pay, the sub nurses all have college degrees, have to pay for renewal of nursing licensure every two years, CPR renewal, and maintain professional liability insurance as well as mandated continuing education requirements.

With the ever growing number of more complicated health issues presenting in our schools and multiple field trips, it is important for us to have a pool of nurses that we can depend on and with whom we feel confident can handle the needs of our students and their health concerns.

While we are most grateful for the back-up availability of the Professional Medical Staffing nursing agency, we are aware that the rate paid to the agency is high and is more than the pay rate we are requesting.

I would like to request an increase in substitute nurse salary to \$250.00 per day. This will once again make us the highest pay district in the area, as we were during the last rate increase.

I am enclosing a list of different area rates of pay. While some are the same or less as ours, the school populations are smaller, like in Pitman. Washington Township is our biggest competitor for our nurse subs and with the size of the district there is typically daily work available for our subs. Two of our subs also work for Delsea.

Any consideration you an offer to this request is very much appreciated.

Sincerely,

Marian Dunn, R.N.
District Nurse Facilitator

EQUAL OPPORTUNITY EMPLOYER