

GLASSBORO SCHOOL DISTRICT
Monthly Board Items

Updated 2/1/05

Date Submitted:
09/23/20

Proposed Effective Date

Grade(s) impacted:

Name: District Substitute Nurses	Position/Item:	Submitted By: Marian Dunn	Building: All Schools
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Proposed cost/amount:	Funded through:	Hours/Days per wk:	Benefits: <u>Y</u> or <u>N</u> (circle one)
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Is candidate currently employed by District: Yes	Is candidate a former employee: ___ No ___ Yes
(if yes, what position) Substitute Nurse If yes, part time or full time (circle one) As Needed	Check references/review district personnel file? ___ No ___ Yes

Board Action Requested: Requesting increase in substitute nurse pay rate from \$225.00 per day to \$250.00 per day

Details & Ramifications: See attached

Positives:

Concerns:

Other Comments:

FOR OFFICE USE ONLY:

Board Date: _____ Approved: Y or N Index #: _____

MacMichael, Mary

To: MacMichael, Mary
Subject: FW: sub nurses

From: Dunn, Marian <mdunn@gpsd.us>
Sent: Wednesday, September 23, 2020 10:41 AM
To: Silverstein, Mark <msilverstein@gpsd.us>
Subject: sub nurses

Good morning,

I am concerned about the future related to lack of availability and dwindling of our sub nurse pool of employees. Due to sub nurse retirements or taking other nursing positions, we are left with one sub who is pretty consistently available and 4 more who have limited or very infrequent availability.

In March, we did increase the sub nurse rate of pay to \$225 per day. This was the first increase in more than 10 years. At the time, I had requested an increase to \$250 per day which would put us at a higher pay rate than Washington Township and Franklin and put use even with Delsea. We do have nurses that also work in Washington Township and Delsea and I would like to provide an incentive to consider us first.

I am planning to reach out to Shelby to see if she can advertise for sub nurse positions on websites such as indeed or career builder and I was hoping to possibly get board approval for the \$250 per day.

Aside from COVID,, I do have concerns about future lack of sub nurse availability which would have the potential to have buildings uncovered due to school nurse absences for varying reasons. I am trying to be creative and pro-active in efforts to avoid this.

I am attaching a summary of district sub nurse rates. While some are the same or less than 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.

If you think this is something that the Board would consider, I will put in the request for the Board and see if it gets approved.

Thanks for your time and consideration during this very busy time,

Marian

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Mrs. Marian Dunn
School Nurse

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

Mrs. Elizabeth Calvo
Secretary

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

EQUAL OPPORTUNITY EMPLOYER