

Hanover Public Schools

Matthew A. Ferron
Superintendent of Schools



Thomas R. Raab, Ed.D.
Business Manager

Deborah St. Ives
Assistant Superintendent

Joan Woodward
Student Services Director

MEMORANDUM

To: Hanover School Committee
 From: Thomas R. Raab, Business Manager
 Cc: Matthew A. Ferron, Superintendent of Schools
 Patricia Smith, Head Nurse
 Re: Proposed increase in Substitute Nurse Pay
 Date: February 15, 2017

I write to respectfully request an increase in substitute nurse pay, effective immediately, from \$125 per day to \$150 per day including a provision for a straight \$35 per hour in the event the substitute nurse is called without prior notice. Our FACE office pays \$35/hour for nursing services before and after school.

Back on July 1, 2011, substitute nurse pay was increased from \$75 per day to the current arrangement of \$125 per day with a provision for \$35 per hour up to 3 hours and then a straight \$125 per day for anything beyond 3 hours. At the time, it was a necessary and welcome adjustment and we were able to recruit and retain talented substitute nurses. Since then and most certainly over the past two years, it has become increasingly difficult to find qualified substitute school nurses at the current rate of \$125 per day.

As a result, we've had to rely on Anodyne, a substitute nurse service that has increased its regular rates from \$47.22 per hour in FY 2016 to \$56.10 per hour this year. As a result, if we have to call in a substitute nurse from this agency we are charged \$336.60 for a six-hour day well in excess of the \$150/day proposed. Over the past three years we've steadily increased our reliance on them and it is becoming cost prohibitive. In FY 2016 we spent \$3,758.89 and in FY 2017 we have spent \$2,205.00 to date.

While our current rate of \$125/day is competitive with surrounding towns such as Hingham, Scituate, Cohasset, Norwell and South Shore Vocational Technical High School, there are a few outliers such as Boston - \$253/day, Abington - \$130/day, Hull - \$135/day, North River Collaborative - \$162/day, Plymouth - \$130/day, and Weymouth pays a straight \$30/hour so a seven hour day could reach \$210. As a result, qualified candidates will accept opportunities from these communities first before coming to Hanover and will often "hold out" on us waiting for a better offer forcing us to use Anodyne and be uncertain as to who would be filling the substitute position. I have also been in communication with other South Shore Business Managers through a listserv and other communities are facing the same crisis and considering increasing or have increased their pay for substitute nurses.

As a result, I respectfully request consideration and vote to increase substitute nurse pay from \$125/day to \$150/day for planned absences including personal days, professional development days, and field trips. For sick calls and unplanned absences we'll pay a straight \$35/hour.