

**RESOLUTION No. 6566**

Resolution Approving Substitute Incentives at Low Fill-Rate Schools

**RECITALS**

- A. Portland Public Schools is experiencing a decline in substitute job fill rates, particularly at underserved schools.
- B. Substitutes ranked daily rate of pay as the highest incentive in taking jobs.
- C. The District recommends increasing incentive pay for substitutes at schools that experience low fill rates to \$50/day and \$35/half day. The approximate cost of this incentive is \$550,000 and will be funded by leveraging vacancy savings.

**RESOLUTION**

The Portland Public Schools Board of Education authorizes the implementation of incentive pay as described above, effective the 2022-23 school year.