

INDEPENDENT SCHOOL DISTRICT 271  
Bloomington, Minnesota

**REQUEST FOR SCHOOL BOARD ACTION**

DATE OF BOARD MEETING: December 10, 2018  
SUBJECT: Reserve Teacher Wage Increase  
ORIGINATING DEPARTMENT: Office of Human Resources  
APPROVAL OF ADMINISTRATOR: Mary Burroughs *MB*  
Executive Director of Human Resources

---

**RESOLUTION FOR BOARD TO ADOPT:**

RESOLVED, that the School Board of Independent School District 271, authorizes the full day beginning wage rate for reserve teachers to be \$135.00 per day for the first 40 days and to be \$140.00 per day after 40 accumulated work days, and \$145.00 per day for Bloomington School retirees effective December 17, 2018.

In addition, a \$15.00 incentive will be added to reserve teachers who work on Fridays.

**RECOMMENDATION OF SUPERINTENDENT:**

Approve. *[Signature]*

**DETAILED BACKGROUND:**

This increase is necessary to retain the core of quality reserve teachers we employ, to attract high-quality new reserve teachers, to respond to a steady decrease of reserve teachers available for employment and to reward reserve teachers for working on our hardest to fill day of the week.