



PUBLIC SCHOOLS

MILTON, MASSACHUSETTS 02186

JANET SHEEHAN
Superintendent of Schools
(617)-696-4808/09

DR. GARTH MCKINNEY
Assistant Superintendent
For Curriculum & Human Resources
(617)-696-4811/12

DR. GLENN PAVLICEK
Assistant Superintendent
For Business Affairs
(617)-696-5041

MEMORANDUM

To: Milton School Committee
From: Dr. Glenn Pavlicek, Assistant Superintendent for Business Affairs
Subject: Substitute Nurse Pay
Date: January 10, 2023

Currently we are having difficulty finding substitute nurses. Proximity to Boston hospitals and the ability to earn substantially more there is certainly a factor. Another factor, however, is that our current pay rate (\$168 per day) is not competitive. For example, Quincy pays \$225/day, Braintree \$260/day and Dedham \$250/day.

After reviewing a survey completed last spring by our Director of Nursing on the average daily sub rate for districts similar to us and discussing this at this morning's Finance Subcommittee meeting, it was agreed and voted that the daily substitute nurse rate for the Milton Public Schools should increase from \$168 per day to \$225 per day.

25 Gile Road, Milton, Massachusetts 02186

The Milton Public School system does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, transgender status, gender transitioning, age, national origin (ancestry), disability, pregnancy/parenting status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations. These include, but are not limited to, admissions, equal access to programs and activities, hiring and firing of staff, provision of and access to programs and services, as well as selection of volunteers, vendors and employers recruiting at the Milton Public Schools. We are committed to providing an inclusive and welcoming environment for all members of our staff, students, volunteers, subcontractors, and vendors. The following person has been designated to handle inquiries regarding the non-discrimination policies: Dr. Garth McKinney, Asst. Superintendent for Curriculum & Human, 617-696-4812