



TUCSON UNIFIED SCHOOL DISTRICT

MEETING January 15, 2019
OF:

TITLE: Request for Compensation Adjustment for Long- and Short-Term Sub Coverage

ITEM #: 14

Information:

Study:

Action: X

PURPOSE:

The purpose of this item is to seek Governing Board authorization to adjust the daily rate of pay for substitute teachers working in both short-term and long-term assignments.

DESCRIPTION AND JUSTIFICATION:

The following recommendations are being made to ensure that a significant financial incentive exists to best attract substitute teachers to long-term coverage assignments occurring in schools that have been identified as hard to fill. Specifically, the Superintendent is requesting Board approval for the following adjustments:

1. The Superintendent is requesting an increase in the daily rate of pay for substitute teachers working in daily/short-term assignments in all district schools that have not been designated as hard to fill assignments.
 2. The Superintendent is requesting that the new daily rate of \$110.00 be established for all daily/short-term assignments occurring in schools that have not been designated as hard to fill assignments. This represents an increase of \$10.00 from \$100.00 a day to the new \$110.00 daily rate.
 3. The Superintendent is requesting a decrease in the daily rate of pay for all daily/short-term assignments occurring in schools that have been designated as hard to fill. (L25 campuses)
 4. The Superintendent is requesting that the new daily rate of \$125.00 be established for all daily/short-term assignments occurring in schools that have been designated as hard to fill. This represents a decrease of \$10.00 from \$135.00 a day to the newly proposed \$125.00 daily rate.
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BOARD POLICY CONSIDERATIONS:

LEGAL CONSIDERATIONS:

For all Intergovernmental Agreements (IGAs), Initiator of Agenda Item provides the name of the agency responsible for recording the Agreement after approval:

For amendments to current IGAs, Initiator provides original IGA recording number:

Legal Advisor Signature (if applicable)

BUDGET CONSIDERATIONS:		Budget Certification (for use by Office of Financial Services only):
_____ District Budget		Date
_____ State/Federal Funds		I certify that funds for this expenditure in the amount of \$
_____ Other		are available and may be:
<u>Budget Cost</u>	<u>Budget Code</u>	Authorized from current year budget
		Authorized with School Board approval
		Code: Fund:

INITIATOR(S):		
Dr. Gabriel Trujillo/Superintendent		1.11.19
Name	Title	Date

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:

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[MS - Alternative Proposal for Substitutes pay](#)

TUCSON UNIFIED SCHOOL DISTRICT	BOARD AGENDA ITEM CONTINUATION SHEET
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