TUSD
Celebrate the US!
TUCSON UNIFIED SCHOOL DISTRICT

MEETING OF: June 27, 2017

TITLE: Raising Substitute Teachers' Daily Compensation - Requested by Board Clerk Mark Stegeman

ITEM #: 27

Information:

Study: X

Action: X

PURPOSE:

To eliminate the distinction between the positions of long-term and short-term substitutes but instead to pay a higher rate to substitutes who are certified and serve sufficiently many consecutive days.

Proposed rates:

Daily: $100
Starting on the 21st day ("long term"):
*If holding a substitute certificate, $130;
*If holding the appropriate teaching certificate for the position: $165.

An alternative to the $165 rate is to enforce section 21.5(C) of the TEA consensus agreement, which says that a substitute in this position gets regular teacher pay. In any event, the consensus agreement should become consistent with actual practice.

This need not be a separate agenda title. This proposal can be incorporated into a staff title concerning renewal of the ESI substitute contract.

DESCRIPTION AND JUSTIFICATION:

This pay structure is somewhat similar to that used by the Mesa district.

20 days x $100 + 164 days x $165 = $29,060 for a fully certified full-time long-term substitute, without health insurance or access to 301 performance pay. This is still considerably less than the same person would earn as a regular teacher.

164 days x ($58 premium over proposed $107) x 140 average LT daily hires = approximately $1.33 million if all LT subs were fully certified. The actual increase in spending is probably considerably less than that, especially if fewer teaching positions are vacant.

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:

_____ District Budget
_____ State/Federal Funds
_____ Other _____

Budget Cost Budget Code

Budget Certification (for use by Office of Financial Services only):

Date
I certify that funds for this expenditure in the amount of $ are available and may be:
Authorized from current year budget
Authorized with School Board approval
Code: Fund:

INITIATOR(S):

Mark Stegeman, Governing Board Clerk		6-5-17
Name	Title	Date

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:

Click to download

No Attachments Available

TUCSON UNIFIED SCHOOL DISTRICT

BOARD AGENDA ITEM
CONTINUATION SHEET