



TUCSON UNIFIED SCHOOL DISTRICT

MEETING July 24, 2018
OF:

TITLE: Approval of ESI Transition Plan Part II

ITEM #: 19

Information:

Study:

Action: X

PURPOSE:

To present the Governing Board with options requiring action for the full transition of ESI duties back to TUSD regarding the hiring of substitutes for the 2018-2019 school year.

The Superintendent is seeking action on the following:

- * Tiered Service Model for Substitute Employment with Daily Rates of Pay
 - * Approval for the release of funds in excess of \$250,000 for the purpose of funding the 6-month ESI transition plan
 - * Staff Recommendations for Staffing the Sub Office
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DESCRIPTION AND JUSTIFICATION:

Presentation Two (Presentation One was 7-10-18) includes a recommendation for directly employing substitutes under a "Tiered Service Option."

We will present the Board with our recommendations that subs receive higher daily rates of pay for serving at hard-to-fill schools and for agreeing to serve anywhere the sub office sends them throughout the district. Daily subs routinely turning down daily assignments to only work at certain schools would continue to receive the \$100 daily rate under this scenario.

We will also be presenting cost estimates for insurance should the district elect to immediately pay for insurance for all subs, waiving the 12-month eligibility period along with a formal legal opinion regarding the district's obligation to fully fund insurance at a rate of 100% for all part-time employees should it decide to do so for subs.

Lastly, the Board will be presented with draft contract language for the direct employment of full-time subs for the Tucson Unified School District.

Through this agenda item the Superintendent is seeking Board approval of the following:

- * Tiered Service Model for Substitute Employment with Daily Rates of Pay
- * Approval for the release of funds in excess of \$250,000 for the purpose of funding the 6-month ESI transition plan
- * Staff Recommendations for Staffing the Sub Office

