INFORMATION SHEET 09.14.2021 TRUSTEES' MEETING

To: Jim Bridges

For: Board of Trustees

Prepared by: Emily Stroup

Re: Proposed Temporary Increase to Salary Schedule for Substitute Teachers

Due to the COVID 19 Pandemic, we are experiencing an increased difficulty in acquiring and maintaining quality substitute teachers to support our current need. This poses a significant impact on the educational experience for our students, and has put a burden on classroom teachers and site administrators. So far this year our Classroom Teachers, Principals, Vice Principals, and Instructional Coaches at all of our school sites have had to cover classrooms on numerous occasions. Teachers have had to use their prep period(s) to cover classes, taking away time from important lesson planning and other preparation activities. Our Temporary Daily Sub Rate will help to alleviate the additional burden being placed on the individual sites, and will entice new certificated substitute teacher applicants to consider our district.

Some of our neighboring districts have already implemented similar temporary increases.
Our proposed increase is similar to that of Ripon Unified School district and Tracy Unified School District. To be competitive in attracting highly qualified substitutes, and to maintain an effective learning environment, we are proposing the attached Temporary Daily Sub Rate go into effect on September 15, 2021, and continue through the remainder of the 2021-2022 school year, concluding on May 26, 2022. The District will be utilizing the various COVID Relief Grants in conjunction with our current Substitute Teacher budget.

Effective September 15, 2021

Temporary Daily Sub Rate

Daily Rates	
Full Day	$250.00
Half Day (4 hour day)	$125.00

Temporary Daily Sub Rate – Long Term Sub

Daily Rates	
Full Day	$280.00
Half Day (4 hour day)	$140.00

***** For the purpose of calculating Differential Pay, as it pertains to Long Term Employee Leave, the traditional Substitute Teacher Salary Schedule will apply.**

The temporary salary schedule for substitute teachers will be a flat rate, and will not be retroactive to days already worked thus far during the 2021-2022 school year. Assignments that are on minimum days will be considered a full day assignment.

Recommendation: Approve the proposed Temporary Increase to Salary Schedule for Substitute Teachers.