

Ector County ISD Human Resources Goal: Retaining and Recruiting Quality Employees

OUR students... THE future

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It is our goal to ensure that every student has a quality teacher in every class they attend.

While a Quality and Certified Teacher is preferred, in the current economic climate, we make use of additional staffing options while working to achieve our goal!

Options in order of preference:

1. Certified Teacher
2. District Permit
3. Emergency Permit
4. Visiting Teacher
5. Long-Term Substitute



Support:

1. 1st year Certified Teachers require a mentor and those in the years two and three are eligible for a mentor
2. Teachers on District Permits must have extensive support and training including classroom management
3. Similar support with increased monitoring is provided for Emergency Permit holders, VT, and Long-Term Substitutes

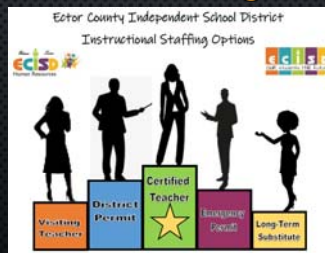
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Visiting Teachers
International Teacher Candidates
Odessa Pathways to Teaching Apprentices
Degreed Candidates working toward Certification



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Substitute Teachers play a significant role in our goal. Compensation is critical in both the retention and recruitment of quality substitute teachers and employees.

Ector County ISD Human Resources Department
 Recommended Substitute Compensation Plan 2019-2020

Service Status	Beginning 2018-2019	January 2019 Adjustment	2019-2020 Recommended +4%
Non-certified Substitute	\$85.00	\$100.00	\$104.00
Certified Substitute	\$100.00	\$120.00	\$125.00
Para-Professional Substitutes	\$8.91 per hour	\$9.30 per hour	\$9.30 per hour
Staff Development Days, No Students	N/A	LTS Rate	LTS Rate
Long-Term (Non-certified)	\$170.00	\$190.00	\$197.60
Long-Term (Certified)	\$190.00	\$220.00	\$228.80
Proximity Facilitator Substitute	N/A	\$165.00	\$170.00

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In an effort to increase our pool of available quality substitutes, we are recommending adjusting the educational requirements to become a substitute teacher.

