



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:**        **January 29, 2019**

**TITLE:**        **Approval of Increase in Daily Rate of Pay for Substitute Teachers**

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**BACKGROUND:**

Proposition 206 (the Fair Wages and Healthy Families Act) took effect on January 1, 2017, increasing the minimum wage in the State of Arizona. Proposition 206 requires that the minimum wage be increased incrementally effective January 1st of each year until 2020 and thereafter as required to be consistent with the cost of living index. Effective January 1, 2019, the minimum wage in Arizona increased to \$11.00 per hour, and during the January 15, 2019 meeting, the Governing Board approved increasing the minimum wage paid to be paid to an hour employee, including the classified substitute compensation rate, to \$11.00 per hour to be consistent with the Arizona state minimum wage law.

Amphitheater Public Schools currently pays substitute teachers a per diem rate as follows:

- Salary for the First 20 Assignments of Substituting (per school year):
  - Full Day - \$85.00/day
  - Half Day - \$42.50/day
- Salary after Completing 20 Assignments of Substituting (per school year):
  - Full Day - \$110.00/day
  - Half Day - \$55.00/day

The hours worked by substitute teachers differ each day and at each campus depending upon the number of hours requested by the school, the time that the substitute arrives to the job and how long the school is in session. Unlike the classified substitutes, certificated substitute teachers do not use a clocking system. They are paid a daily pay rate dependent upon the number of hours requested and used by the school. Amphitheater Public Schools pays substitute teachers a daily rate as a half-day if the substitute works up to four (4) hours at a school and as a full-day if the substitute works more than four hours at a school in a single day.

Substitute teachers have a valuable and important role in the educational process here in Amphitheater Public Schools. They are trained professionals required to hold an Arizona teaching or substitute certificate from the Arizona Department of Education and be a college graduate with at least a Bachelor's Degree from an accredited college or university to work as a substitute in Amphitheater. With the mandatory minimum wage increases, it is imperative that the District increase its substitute teacher per diem rate at least for the first 20 assignments in order to be compliant with Arizona state law. However, the District's mandatory requirements for substitutes merit a daily wage in excess of the minimum wage.

Neighboring school districts currently offer substitute teachers a daily rate of \$90-\$100 for the first 20-25 assignments of substituting and a daily rate between \$100-\$125 after the substitute teacher has completed 20 assignments for the school year. In an effort to remain competitive with local school districts, Administration recommends that the rates for certificated substitute teachers be increased to the following rate effective January 1, 2019:

- Salary for the First 20 Assignments of Substituting (per school year):
  - Full Day - \$100.00/day
  - Half Day - \$50.00/day
- Salary after Completing 20 Assignments of Substituting (per school year):
  - Full Day - \$125.00/day
  - Half Day - \$62.50/day

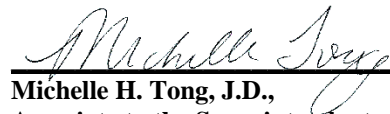
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**RECOMMENDATION:**

The Administration recommends that the Board approve the increase in daily pay rates for certificated substitute teachers identified above to become effective January 1, 2019.

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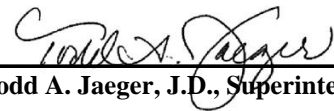
**INITIATED BY:**



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**Michelle H. Tong, J.D.,**  
Associate to the Superintendent and General Counsel

**Date: January 23, 2018**



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**Todd A. Jaeger, J.D., Superintendent**