



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

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**DATE OF MEETING:**      **February 7, 2017**

**TITLE:**    **Approval of Increase to Certified Substitute Pay**

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**BACKGROUND:**

The District recently surveyed surrounding area school districts to compare daily rates of pay for certified substitutes with our own rates of pay. Our substitutes are currently paid \$75.00 per day. We found that most districts pay at or above \$85.00 per day which is more than our current rate of pay. In order to stay competitive and entice substitutes to fill our absences/vacancies, the District should increase the current rates of pay by \$10.00 per day. Thus, the new rates of pay would be:

| Full Day                        | Half Day |
|---------------------------------|----------|
| Classroom Teacher Substitute    |          |
| 20 Assignments or Less: \$85.00 | \$42.50  |
| 21+ Assignments: \$110.00       | \$55.00  |

In addition and equally important, these new daily rates of pay would ensure the District meets Arizona's new \$10.00 per hour minimum wage requirement that went into effect on January 1, 2017 and will continue to increase on a yearly basis. Currently, a substitute would fall below the \$10.00 per hour if he/she works more than 7.5 hours per day which is a possibility depending on the school's class schedule.

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**RECOMMENDATION:**

It is the recommendation of the administration to increase the certified substitute's daily rates of pay by \$10.00 per day effective immediately.

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**INITIATED BY:**

**Michael Bejarano, Director of Human Resources**

**Date: January 30, 2017**

**Patrick Nelson, Superintendent**