

**Consider approval of the substitute principal and counselor pay
March 10, 2025**

1. Board Goals:

DOMAIN 1: High Quality Curriculum and Effective Instruction

DOMAIN 2: Effective, Well Supported Staff

DOMAIN 3: Positive School Culture; Safety and Security

DOMAIN 4: Alignment of Financial Well Being With Student Achievement

2. Background:

Our substitute administrators have been on a flat rate of \$250 a day for years. We recognize that some substitute administrators are fulfilling more than the recommended task. We'd like to recommend 3 tier pay based on the duties they are assisting with.

Tier 1: \$250/day: Basic duties, teacher support, behavior modification for students.

Tier 2: \$325/day: Consistent duties, Support in TTESS as certified, with informal walkthroughs (district training and calibration), Assist with parent conferences (after school) for a shorter extended time, behavior modifications for students.

Tier 3: \$385/day: Daily duties, Support formal and informal TTESS as certified, behavior modification for students, BTA, 504/ SE, family/game coverage - long term support for campuses. Committed district training for (BTA, 504/SE, TTESS for alignment and calibration)

Certified counselor pay needs to be added at \$268 a day to our pay plan to accurately reflect that the pay rate is different from a certified teacher.

3. Fiscal Impact:

The impact will vary depending on what tier we employ administrator substitutes on.

4. Recommendation:

The administration recommends the approval of the substitute principal and counselor pay as presented.

5. Action Required:

Board approval

6. Contact Person:

Ashley Chohlis