

MEMORANDUM

TO: Board of Education

FROM: Taw Lindsey
Superintendent of Schools

RE: ACTION ITEM – Substitution Rates

Date: December 10, 2024

Status: Seeking Board approval for the updated substitution rates to streamline pay rates and increase to \$20/hour min rate and \$25/hour for substitutes with a bachelor's degree. This aligns with the highest paid substitute rates in Southeast Alaska. Additionally, raising the requirement of working 6 hours for substitutes to receive a full day's pay in place of 4 hours. The new rate of pay will take effect January 1, 2025.

Option 1: The Board may choose to approve the above action item as listed.

Option 2: The Board may choose to *not* approve the above action item as listed.

Recommendation:

The Superintendent requests and recommends the approval of the attached substitute wage schedule.

Attachment: *AISD Substitute Rates 12.10.2024*



Annette Island School District Substitute Rates

Substitute Area	Base Rate	BA Degree + Rate
Any position with no certification	\$150.00/day	\$187.50/day
Teacher Position with Certification	-	\$200.00/day

- A day is measured as a substitute working over 6 hours
 - ◊ The exception to this measure of a full day, is when there is an early release/out scheduled and the substitute works the full shift.
- A certification is a current/active Alaska Teacher Certification
- Substitute rates beginning January 1, 2025

Board Agenda 12.10.2024