

RIVER ROAD INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
AMARILLO, TEXAS

Subject: Substitute Work Limits

Date: Monday, March 9, 2015

Presented By: Mike Hodgson
Business Manager

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ACTION

BACKGROUND INFORMATION:

Because of regulations involving the Affordable Care Act (ACA) the school district is following the lead of Canyon ISD and will be limiting the number of days that substitutes can work to 16 days each month.

The attached letter spells out the details of the decision and will be sent to all substitute teachers on March 10, 2015.

BOARD ACTION REQUESTED:

None - Information Only

Dear River Road ISD Substitute:

The Affordable Care Act (ACA) will require Texas school districts to offer health insurance to employees who work 130 hours or more in a calendar month. For the reasons spelled out below, **effective March 23, 2015, substitute teachers will be limited to working no more than sixteen (16) days in each calendar month**

River Road ISD has never offered health insurance to substitute teachers, and unless the state legislature addresses the inequitable funding formula and provides River Road with additional money, the district cannot afford to begin offering such insurance. Additionally, the Affordable Care Act regulations impose significant penalties to employers who fail to offer insurance to employees who reach the 130 hour per month threshold.

We are implementing this limit early so that if the policy creates unexpected problems we will have time to make adjustments to the policy or to look for another solution before the penalty phase of the law becomes effective. For those who are curious, yes, this policy is very similar to the policy that Canyon ISD recently announced.

Please note, this does not include substitutes on long-term assignments. Those individuals will be handled on a case by case basis.

To ensure that the 16 day limit is not exceeded (with long-term subs excepted) all substitute assignments must be handled through the Aesop sub-finder system.

If you have any questions, please contact me at 381-7800.