

Red Wing Public Schools
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School Board Meeting Agenda Item

Topic: Long-Term Substitute Teachers
Contact(s):
Presenter(s): Karsten Anderson, Superintendent

Nature of Action Requested by Board

Board action
Board information or scheduled report

Background Information

The school district has been paying long-term substitute teachers in various ways for the past several years. The purpose of this recommendation is to clarify how much long-term substitute teachers are paid depending on which entity hires them. Changes will also enable the school district to find more long-term substitutes because the proposed payments are in line with salaries given in the Master Agreement; this is required by State law if school districts directly hire the long-term substitute teachers.

Pay for Long-Term Substitutes

Once an appropriately licensed substitute is hired to work for over thirty (30) working days for the same teacher, pay shall be determined as follows:

- If hired by the School District, the long-term substitute shall earn the lanes, steps, and benefits as per the Master Agreement.
- If hired by a private entity, the long-term substitute's pay shall be commensurate with BA step 1 of the Master Agreement unless the substitute provides documentation showing education and experience placing them at a higher lane/step.

Recommendation

I move to approve the pay provisions for long-term substitutes as presented.