



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Teacher Substitute Report

SUBMITTED BY: David Garcia, Associate Superintendent of Human Resources

OF: Department of Human Resources

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: November 17, 2021

INFORMATIONAL REPORT:

The Human Resources Department sharing the latest information regarding the Teacher Substitutes as requested by the Board of Trustees.



Substitute Report

David Garcia, Associate Superintendent of Human Resources
David R. Canales, Executive Director of Human Resources
Patricia Gutierrez, Coordinator

November 17, 2021



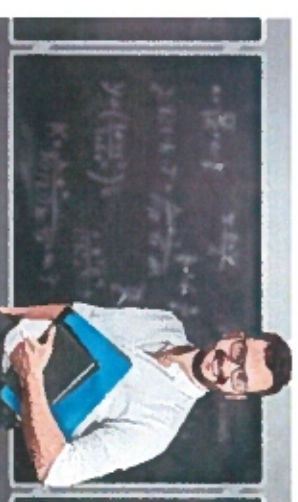


Background Information

- District fulltime employees: 6,340
- Classroom teachers: 2,700
- Absences are generated based on:
 1. Family Illness
 2. Personal Illness
 3. Medical Leave
 4. School Business
 5. District Business
- The district records an average of 400 absences daily
- Teachers record an average of 200 to 300 absences daily
- Instructional Impact:
 1. Supervision and Oversight
 2. Academic Impact
 3. Increase Discipline Issues

History

- The District utilizes Substitute Teachers to cover classroom teachers when absent for face to face instruction and remote instruction.
- Substitutes also cover for vacancies subject being staffed.
- Currently, the District has employed over 750 substitutes.
- Human Resources continues to seek new individuals to bolster our substitute numbers. (90 additional substitutes are being processed).
- Nationwide, Districts have difficulty filling all job postings, and we are not part of the exception.



Salary Information

[United ISD](#)

[Laredo ISD](#)

REGULAR SUBSTITUTE TEACHERS (Non-Priority Campuses)

Category	Daily Rate
High School Diploma	\$ 80.00
60+ College Hours	\$ 85.00
Degreed	\$ 100.00
Certified Teacher	\$ 110.00
0-19 Years	\$ 110.00
20+ Years	\$ 130.00

SUBSTITUTE TEACHERS FOR PRIORITY CAMPUSES & UNITED SOUTH HIGH/STEP/IV

Priority / High School Substitute teachers hired exclusively to substitute teach for campuses below:

Category	Daily Rate
High School Diploma	\$ 95.00
60+ College Hours	\$ 100.00
Degreed	\$ 115.00
Certified Teacher	\$ 125.00
0-19 Years	\$ 125.00
20+ Years	\$ 145.00

Priority Pay



Substitute Teacher

1. Non-degreed - \$81.05
2. 60 plus college credit hours - \$86.13
3. Degreed - \$101.35
4. Certified with 0-19 yrs. experience - \$115.00
5. Certified with 20 plus yrs. experience - \$131.80

Priority Campuses:

L.B. Johnson High and 9th Grade Site	Centeno Elementary
S. Garcia Middle	Perez Elementary
Los Obispos Middle	Prada Elementary
L. B. Vergara Middle	Ardit Elementary
R. Peralas Middle	Roosevelt Elementary
Juarez-Lincoln Elementary	Veterans Memorial Elementary
Kennedy-Zapata Elementary	Freedom Elementary
High Schools/STEP Academy:	STEP Academy
United South High School and 9th Grade Site	Juvenile Youth Village

Recruiting Efforts

- Ongoing Job Posting/Internet
- Billboard Advertisement
- Facebook Live Session
- Newspaper Job Postings
- Radio/Television
- United PSA's





Substitute Expenditures

- 2016-2017 = \$3,275,282
- 2017-2018 = \$3,738,254
- 2018-2019 = \$3,986,236
- 2019-2020 (P-March) = \$3,125,085
- 2020-2021 (P-Teacher Remote Conference) = \$3,825,025
- 2021-2022 (P) = \$916,381 (Up to Oct.)