



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: July 27, 2021

TITLE: Approval of Increase in Daily Rate of Pay for Substitute Teachers

BACKGROUND:

Substitute teachers have a valuable and important role in the educational process here in Amphitheater Public Schools. They are trained professionals required to hold an Arizona teaching or substitute certificate from the Arizona Department of Education and be a college graduate with at least a Bachelor's Degree from an accredited college or university to work as a substitute in Amphitheater. They step in to serve students with minimal advance notice for education to continue if a teacher needs to be absent from class due to illness, personal reasons, professional development, or to provide a community service, *i.e.*, serving as a juror or witness.

The role of a substitute teacher may be different from that of the regular classroom teacher in some respects, but it is equally demanding, equally essential, and equally professional. Substitute teachers are a source of caring, concern, counseling, empathy, warmth and inspiration for students when their regular classroom teacher is away temporarily. In the same way, they are a source of respite and peace of mind for the classroom teacher who wants, and needs, continuity in the learning process, as well as a safe and healthy learning environment, for their students when they are absent.

During the pandemic, employee absences occurred more frequently due to faculty and staff needing to isolate or quarantine related to COVID-19. Teachers and substitute teachers both worked tirelessly to cover classes last year to avoid interruptions to student learning. When a substitute was not available, teachers gave up assigned planning periods to cover each other's classes, which required them to develop their lesson plans outside of their regular work schedules. Suffice it to say, teachers and substitute teachers alike were physically and emotionally drained by the time summer started.

Moving forward, it is important that steps be taken to ensure that substitute teachers are available this year when needed. Students need their teachers to be focused on student interventions made necessary by the pandemic, in addition to regular instruction, and protection of the teacher planning period is imperative for those interventions to be able to occur effectively and benefit the students throughout the District.

With this in mind, administration conducted a survey of neighboring school districts to confirm that it is competitive in substitute teacher pay. Neighboring school districts have increased their substitute teachers' daily rate since the start of the pandemic. They currently offer daily rates between \$110¹- \$165, depending on the type of school or program where the substitute may be working.

Current Substitute Teacher Daily Pay Rate

The hours worked by substitute teachers differ each day and at each campus depending upon the number of hours requested by the school, the time that the substitute arrives to the job and how long the school is in session. Unlike the classified substitutes, certificated substitute teachers do not use a clocking system. They are paid a daily pay rate dependent upon the number of hours requested and used by the school. Amphitheater Public Schools pays substitute teachers a daily rate as a half-day if the substitute works up to four (4) hours at a school

¹ Two neighboring schools districts use a sliding scale where the daily rate is lower for a certain number of assignments and then increases to the daily rate identified above for the remainder of the school year.

and as a full-day if the substitute works more than four hours at a school in a single day. Amphitheater Public Schools currently pays substitute teachers a per diem rate as follows:

Salary for the First 20 Assignments of Substituting (per school year):

- Full Day - \$100.00/day
- Half Day - \$50.00/day

Salary after Completing 20 Assignments of Substituting (per school year):

- Full Day - \$125.00/day
- Half Day - \$62.50/day

Substitute teachers also qualify for the 3% retention stipend approved by the Governing Board for FY 21-22 and FY 22-23.

Recommended Daily Rate Increase for a Substitute Teacher

Recognizing the importance of filling absences this year, and in an effort to remain competitive with local school districts, Administration recommends that the sliding scale rate for certificated substitute teachers be eliminated. Instead, the daily rate for substitute teachers should be standardized from the first assignment at the following rate:

Daily Rate for Serving as a Certificated Substitute Teacher:

- Full Day - \$125.00/day
- Half Day - \$62.50/day

Recommended Daily Rate for a Long-Term Substitute Teacher

In addition, Administration recommends that Governing Board approve a daily rate for any substitute teacher who accepts a full-time (full day) "Long-Term Substitute Teacher" position, meaning that the substitute teacher will be assigned to cover the same assignment for a minimum of twenty (20) consecutive school days and in doing so, act in the role of a teacher for all intents and purposes during the assignment, including, but not limited to, working the same hours as a classroom teacher and taking on responsibility to prepare lesson plans while in the assignment. Certificated substitute teachers who are willing to step into a role of serving as a teacher temporarily for a longer duration should be paid closer in alignment to the daily rate of a new teacher. Therefore, Administration recommends that the daily rate for a Long-Term Substitute Teacher be increased to a rate slightly below that of a brand new teacher's daily rate and approved to be paid as \$195 per day.

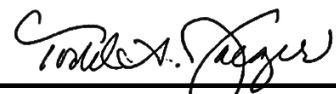
RECOMMENDATION:

The Administration recommends that the Board approve the daily rate increase and terms of pay for certificated substitute teachers, as well as approve a rate for a Long-Term Substitute Teacher as defined in the agenda item, with both rates to become effective August 1, 2021.

INITIATED BY:


Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: July 20, 2021


Todd A. Jaeger, J.D., Superintendent