

Temporary Additional Substitute Pay for Classified Staff

Background:

Since our return from the Winter Break on January 5, we have had to use our instructional assistants (IA's) to cover for teachers who have been absent (some who have taught virtually from their homes) from their onsite instructional roles because they either tested positive for COVID-19, or had to take care of a family member who tested positive. We pay teachers a substitute rate of \$50/hour when they have to cover another teacher's classroom for a 60-minute period. The Organizational Leadership Team members believe that it is fair and just to pay classified staff 1.5 their hourly rate, as the duties associated with substitute teaching are above and beyond their instructional assistant roles. This is a temporary measure to be used only when we have a number of teachers who are absent as a result of COVID-19 and we are unable to cover them through one of our substitute agencies, or a certificated staff member.

Proposal:

The proposal is to pay instructional assistants 1.5 times their hourly rate if they are the only adult providing instructional and supervisory support to students in a classroom for the entire school day.

Cost of Proposal:

From January 5 to January 21, the cost of paying instructional assistants additional hourly pay is just under \$2,300. The practice of using IA's as classroom substitutes will be kept to a minimum. I estimate that the cost of providing additional hourly pay to classified hourly paid staff will be approximately \$5,000 for the period of January 5, 2022 through June 15, 2022