

Board of Trustees

Meeting Date: December 2021

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting:

Discussion and possible action regarding the changes in Substitute Pay Rate effective Spring 2022.

Justification Statement:

Revision to current Substitute teacher pay rates effective spring 2022

Purpose of Agenda Item:

Information Discussion Action

Item Type:

Curriculum & Instruction HumanResources Business Services

Staff Responsible:

Elvia Moreno, Program Compliance Director

Signature of Requester(s)

Martha Carrasco - Chief Human Resources Officer

Signature of Presenter(s)

Business Services Approval (Initials)

Date December 2021

Agenda Summary:

Discussion and possible action regarding the changes in Substitute Pay Rate effective spring 2022

Administration recommends that the board approves the proposed changes in Substitute Pay Rate to address shortage of substitute caused by both high demand and low supply.

COVID-19 has played a major component where teachers are out more frequently than usual. Furthermore, positions are not being filled due to lack of candidates.

Proposed change will ensure that Canutillo ISD remains competitive with neighboring districts to ensure retention and new substitute hires

RECOMMENDATION: That recommendation is approved by the Board of Trustees as recommended by administration.

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT

NO(S): Local, State, Federal - campus funds

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid): N/A

REQUESTING DEPARTMENT:

Human Resources - Program Compliance .

CONSEQUENCES OF NON-APPROVAL:

The district may lose its competitive advantage.

IMPLEMENTATION TIMELINE:

2021-2022 fiscal year.

ATTACHMENT(S): Substitute Pay Rate Changes - Stipend Listing amendment.





HUMAN RESOURCES

CANUTILLO A Premier District

PROPOSED SUBSTITUTE RATES - SPRING 2022

SUBSTITUTE TEACHER PAY	Rate Per Day	Long Term on 11th day consecutive
Non-Degreed (38 - 59 College Hours)-INCLUDING GRANDFATHERED	\$ 90.00	\$100.00
Non-Degreed (60+ College Hours)	\$ 100.00	\$110.00
Degreed	\$ 115.00	\$125.00
TX Certified	\$ 125.00	\$140.00
SPECIAL EDUCATION (HIGH IMPACT ONLY)	Rate Per Day	Long Term on 11th day consecutive
Non-Degreed (38-59 College Hours) HIGH IMPACT ONLY- INCLUDING GRANDFATHERED	\$100.00	\$110.00
Non-Degreed – 60+ HIGH IMPACT ONLY	\$110.00	\$120.00
Degreed – HIGH IMPACT ONLY	\$125.00	\$135.00
TX Certified – HIGH IMPACT ONLY	\$140.00	\$150.00

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For additional information regarding Canutillo Independent School District's policy of nondiscrimination contact the Human Resources Division (915) 877-7423 | 7965 Artcraft Dr. | El Paso TX 79932.