

BATH COUNTY SCHOOL BOARD

AGENDA ITEM: INFORMATION { } ACTION { X } CLOSED MEETING { }

SUBJECT: **SUPERINTENDENT'S REPORT - ACTION**

Approve Substitute Rates for 2012-2013

BACKGROUND: **Different pay rates exist for substitute teachers based on educational levels:**

- High School/GED Credential
- Associate's Degree/2 Years College/60 semester hours
- Bachelor's Degree
- Licensed Teacher

RECOMMENDATION: **Approval of the following substitute rates for SY2012-2013:**

- \$58/day (no change)
- \$63/day (no change)
- \$68/day (no change)
- \$150/day (- \$3.32)

and the revision of regulation GCE-R – Part-Time and Substitute Professional Staff Employment (attached).

PART-TIME AND SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT

Substitute Teachers:

Only persons on the list approved by the Superintendent and School Board shall be used as substitute teachers.

Substitute teachers are paid on a per diem rate set by the School Board. Substitutes must have at least a GED Certificate or a high school diploma.

Rate of pay for substitute teachers is based on the following classifications: high school diploma (\$58.00); two years of college/60 semester hours (\$63.00); B.A. or B.S. Degree (\$68.00), and the rate approved annually in the School Board Budget.

A substitute teacher, holding a valid Virginia teaching license and teaching in an area for which he/she is specifically endorsed, shall be compensated at the per diem rate of a first-year teacher \$150.00. An expired license shall not be considered a valid license.

Any substitute teacher with a B.A. or B.S. Degree who substitutes twenty (20) consecutive full days in the same assignment, upon the 21st consecutive day will be compensated at the daily rate of pay that a first-year teacher would receive on that year's salary scale \$150.00.

Any substitute teacher with two full years of college who substitutes twenty (20) consecutive full days in the same assignment, upon the 21st consecutive day will receive their regular rate of pay plus one-half the difference between their regular rate of pay and the daily rate of pay first-year teachers are receiving on that year's salary scale \$150.00.

Substitute Bus Drivers:

Only qualified persons on the list approved by the Superintendent and School Board shall be used as substitute bus drivers. To qualify, persons must pass a written test and on-the-road training and have a good moral reputation. Substitute bus drivers must be 23 years of age. Substitute bus drivers are paid on a per trip rate or daily rate as set by the School Board.

Adopted: November 7, 2000

Revised: December 2, 2003; January 25, 2012