

BATH COUNTY SCHOOL BOARD

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

**SUBJECT:** SUPERINTENDENT’S PRESENTATIONS/REPORTS

Consider Substitute Teacher Pay

**BACKGROUND:** See attached Regulation GCE-R – Part-time and Substitute Professional Staff Employment for the current substitute pay rates. A Board member has requested that consideration be given to increasing the lowest two rates by \$2.00 per day. Impact on this year’s budget has been considered.

**RECOMMENDATION:** Recommend that no change be made at this time, but that adjustment of pay rates be considered during the FY 2013-2014 budget process.

## 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 (\$70.00).

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 \$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) full days in the same assignment, upon the 21st day will be compensated at the daily rate of \$150.00 for the remainder of the long-term substitute assignment.

Any substitute teacher with two full years of college who substitutes twenty (20) full days in the same assignment, upon the 21st day will receive their regular rate of pay plus one-half the difference between their regular rate of \$150.00 for the remainder of the long-term substitute assignment.

A substitute teacher shall earn one (1) sick leave day for each 20 days worked in a specific assignment, unless otherwise approved, in advance of beginning the substitute assignment, by the Superintendent. Such accrued sick leave is unpaid and may not be carried forward to future long-term substitute assignments.

### 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; June 25, 2012; September, 2012.