

CHINO VALLEY UNIFIED SCHOOL DISTRICT

Our Motto:

Student Achievement • Safe Schools • Positive School Climate
Humility • Civility • Service

DATE: November 18, 2021

TO: Members, Board of Education

FROM: Norm Enfield, Ed.D. Superintendent

PREPARED BY: Richard Rideout, Assistant Superintendent, Human Resources
Isabel Brenes, Ed.D., Director, Human Resources
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**SUBJECT: COMPENSATION INCREASE FOR SUBSTITUTE SERVICES
PROVIDED FOR CERTIFICATED EMPLOYEES**

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BACKGROUND

Pursuant to Education Code 44917, the Board of Education “shall classify as substitute employees those persons employed in positions requiring certification qualifications, to fill positions of regularly employed persons absent from service.” The District must provide a competitive salary to ensure it has an adequate and well-qualified pool of certificated substitutes.

The District currently provides a daily rate of \$150.00 for its substitute teachers. Substitutes working on a long-term assignment receive a rate of \$165.00 per day. This rate becomes retroactive on the eleventh consecutive day worked in the same assignment. The proposed increase would augment the daily rate to \$180.00. The long-term assignment will increase the daily rate to \$200.00. These new rates shall be effective December 16, 2021.

Approval of this item supports the goals identified within the District’s Strategic Plan.

RECOMMENDATION

It is recommended the Board of Education approve a compensation increase for substitute services provided for certificated employees.

FISCAL IMPACT

The fiscal impact is unknown at this time due to the fluctuation of substitutes.

NE:RR:IB:ED:mcm