

Potential Amendment to the FY19 Proposed Budget

| | |
|--------------------|---|
| Amendment # | 07 |
| Sponsor: | Vice President Larry Miller |
| Telephone: | Click here to enter text. |
| Email: | Click here to enter text. |
| Date: | Click here to enter text. |

Intent (required):

Create a pool of 75 full time substitute teachers called "Substitute Teacher on Special Assignment".

Eligibility to be placed into the Substitute Teacher on Special Assignment Pool shall be effective on October 1, 2018, and shall be based on the following criteria:

- 1) The Individual Substitute Teacher must have successfully worked for MPS as a Substitute Teacher a minimum of ninety (90) days during the 2017-2018 School Year. [Similarly, in future years, [preference will be given but not restricted to](#) substitute teachers ~~must~~ who work ninety (90) days in the previous year and on average thirty (30) hours per week as a substitute teacher.]
- 2) The Substitute Teacher must work a minimum of thirty (30) hours per week, on average, during the 2018-2019 School Year.
- 3) Eligible Substitute Teachers must work thirty (30) hours per week during the prior quarter of a given calendar year (Jan-Mar, Apr-Jun, Jul-Sep, and Oct-Dec), to remain in the Pool.
- 4) Selection and assignment shall be based on the employee's hours worked as an MPS Substitute Teacher.

(Administration will determine eligibility based on above criteria and provide appointment letters for those selected.)

First time benefit eligibility shall be effective January 1, 2019, and thereafter, shall be effective the first of the month following for each Substitute Teacher's eligibility for the Pool, based on the above criteria.

Those 75 Substitute Teachers on Special Assignment who are eligible for benefits based on the above criteria shall receive health, dental and vision benefits only. Employee share of premiums will be determined based on estimated salary like other MPS employees.

Those Substitute Teachers on Special Assignment will earn Miscellaneous Days up to four paid days per fiscal year (July 1-June 30) as they accumulate hours through working full workweeks on a pay period basis @ 0.02285 per hour worked. They may take two unpaid days of leave per fiscal year (July 1 -June 30).

Substitute Teachers on Special Assignment must attend two (2) paid professional development days during the school year. Also the administration will create procedures of support for the Substitute Teachers on Special Assignment from the schools in which they are placed.

Potential Amendment to the FY19 Proposed Budget

The administration will designate and place these Substitute Teachers on Special Assignment in hard-to-fill assignments based on the district's need. Administration will evaluate their performance on a quarterly basis and determine continued participation in the pool based on their performance evaluation and will send reasonable assurance letters to those who continue to qualify to be in the pool.

Substitute Teachers on Special Assignment will be compensated at \$182.91 per day paid on a two-week hold back basis for 175 days plus 2 professional days per fiscal year.

Fiscal impact 2018-2019: \$600,000 - operations fund

| Funding Source/Destination (required): | | | | | |
|--|---|-----------------|--------------------|-----------------|--------------------|
| Page # | Budget Line to be Changed (To /From) Budget Code and Description | FTE Increase | Amount Increase | FTE Decrease | Amount Decrease |
| 3C-185 | Benefits Clearing Account, Substitute teacher benefits DWC-0-0-EMB-XX-EMDI0000 | | \$600,000 | | |
| 3C-49 | Intervention Resources, move to Title I SYS-0-0-INR-XX-ECTS0000 | | | | \$600,000 |
| 3C-247 | Title I Coordination of Instruction, Intervention Resources moved from Board GEN-0-I-1F9-XX-ECTS0000 | | \$600,000 | | |
| Revenue Adjustment | | | Amount Decrease | | Amount Increase |
| | Title I | | | | \$600,000 |
| Total | | | \$1,200,000 | | \$1,200,000 |

Fund:

- School Operations Fund
- Extension Fund
- Construction Fund

Required Vote:

- Simple Majority
- Super Majority (2/3)

Potential Amendment to the FY19 Proposed Budget

Amendment #07

Administration Response:

The administration has determined funding to support health, dental and vision benefits as identified under funding source/destination above. This will create a pool of substitute teachers on special assignment that the administration will designate and place in hard-to-fill assignments based on the district's need. Please note that the \$600,000 will fund the benefits for half of the year starting in January 2019. In fiscal year 2019-2020 the amount will at least double to \$1.2 million to fund the entire year of benefits.