



Kenton County School District | *It's about ALL kids.*

**THE KENTON COUNTY BOARD OF  
EDUCATION**

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Dr. Henry Webb, Superintendent of Schools

**KCSD ISSUE PAPER**

**DATE:**

03/20/2019

**AGENDA ITEM (ACTION ITEM):**

Consider/Approve The Human Resources Department requests Board approval to employ emergency certified substitute teachers for the 2019-20 school year.

**APPLICABLE BOARD POLICY:**

03.4 Substitute Teachers

**HISTORY/BACKGROUND:**

The Kentucky Department of Education requires the District to obtain Board approval on an annual basis to utilize emergency certified substitute teachers by presenting the following statement for approval: "The Board of Education authorizes the Superintendent to employ teachers or substitute teachers with emergency or adjunct instructor certification when no qualified teachers have applied for vacant positions". The District follows the Education Professional Standards Board (EPSB) requirement when hiring emergency certified substitute teachers to possess a minimum of 64-college credits with a minimum GPA of 2.5. Of KCSD's 307 substitute teachers, 167 are employed on an emergency certified basis. Continuing the ability to employ emergency certified substitutes is necessary as the supply of substitute teacher applicants holding a teaching certificate does not meet the demand of the District.

**FISCAL/BUDGETARY IMPACT:**

No additional cost to KCSD. Emergency certified substitutes earn \$14 less per day than fully certified substitutes.

**RECOMMENDATION:**

It is recommended the Kenton County Board of Education approve the District's ability to hire emergency certified substitute teachers for the 2019-20 school year.

**CONTACT PERSON:**

Matt Rigg, Director of Human Resources

\_\_\_\_\_  
Principal

  
\_\_\_\_\_  
District Administrator

  
\_\_\_\_\_  
Superintendent

*Use this form to submit your request to the Superintendent for items to be added to the Board Meeting Agenda.*

*Principal –complete, print, sign and send to your Director. Director –if approved, sign and put in the Superintendent's mailbox.*

**Kenton County Board of Education**

Board Members: Carl Wicklund, Chairperson Karen L. Collins, Vice Chairperson Carla Egan Shannon Herold Jesica Jehn  
"The Kenton County Board of Education provides *Equal Education & Employment Opportunities.*"