



FAYETTE COUNTY PUBLIC SCHOOLS

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 11/14/2022

TOPIC: Substitute Salary Incentives

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/28/2022

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the recommended incentives and changes to the 2022-2023 Salary Schedule to include incentive pay for filling assignments in our identified high priority schools and the world language proficiency incentive as outlined in the revised substitute salary schedule.

Background/Rationale: Substitutes are a critical component of our workforce in support of our students and staff. In order to incentivize the fulfillment of assignments, we are recommending an increase to \$50 additional compensation for Special Education assignments and in our high priority schools, we are recommending an incentive of \$25 additional compensation.

Substitutes interact with our students and families each day and having the ability to communicate in multiple languages is an asset which enhances the learning environment. We want to recognize that skill with a salary incentive of \$15 per day for substituting in teacher assignments and \$2 per day for classified hourly assignments.

Strategic Priority:

- Student Achievement Diversity, Equity, Inclusion & Belonging
- Highly Effective & Culturally Responsive Workforce
- Stakeholder Engagement & Outreach Organizational Health & Efficiency

Data Considerations: Substitute Assignment Fill Rate

Policy: 03.121, 03.221

Fiscal Impact: Estimated \$70,000

Attachments(s): Substitute Salary Schedule