

## **THIS IS A DECISION PAPER**

**TO:** Hardin County Board of Education

**FROM:** Teresa Morgan, Superintendent

**DATE:** June 27, 2024

**SUBJECT:** Utilizing Instructional Assistants as Substitute Teachers

### **DISCUSSION:**

We suggest implementing a system that utilizes instructional assistants to fill in as substitutes during teacher absences. Instructional assistants are familiar with the students, classroom procedures, and school environment. By allowing them to step into the role of substitute teachers, we can ensure continuity in instruction and minimize disruptions for our students. Implementing this system would benefit our students and ensure that classrooms are covered. It also provides an opportunity for our classified employees to receive additional pay for work they are already capable of doing. This alone will serve as a morale booster, and investing within our staff. This will be a \$35 a day additional stipend pay for classified employees

### **PROPOSAL:**

**The Board of Education approve Instructional Assistants with 64 college credit hours a \$35 a day additional stipend to fill in classrooms when needed.**

### **RECOMMENDATION:**

**I recommend the Hardin County Board of Education approve Instructional Assistants with 64 college credit hours a \$35 a day additional stipend to fill in classrooms when needed.**

### **RECOMMENDED MOTION:**

**I move that the Hardin County Board of Education approve a \$35/day stipend for Instructional Assistants with 64 college credit hours to fill in classrooms when needed.**