

## BOARD BRIEF

Date: August 12, 2022

**BOARD INFORMATION:** \_\_X\_\_

**MEETING PREPARATION:** \_\_\_\_\_

**FROM:** Melanie Kay-Wyatt, Ed.D., Chief of Human Resources

**THROUGH:** Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Meagan Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Substitute Pay 2022-2023 School Year

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 2: Instructional Excellence

**SY 2022-2023 FOCUS AREA:**

N/A

**FY 2023 BUDGET PRIORITY:**

Implementation of 2025 Strategic Plan

**SUMMARY:** The nationwide substitute teacher shortage continues as we begin a new school year. In support of our schools, Alexandria City Public Schools (ACPS) will maintain the 2021-2022 increase substitute pay for the 2022-23 school year. Please see the rates below:

	Daily Substitute Pay	Long-term Substitute Pay
Pay for 2020-2021	Short Term Rate: \$110 / day	Long Term Rate: \$157.59 / day
Pay for 2021-2022 and 2022-2023	Increase by \$2.00 per hour \$124.50 (7.25 hours)	Increase \$2.00 per hour \$172.09 (7.25 hours)

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The objective of maintaining the 2021-2022 substitute teacher pay is to support the increase in the size of the substitute pool and improve the quality of supplemental instruction within classrooms. The pay is being supplemented with ESSER III funds.

As part of the FY 2024 Budget Process, ACPS will review the need for a permanent substitute pay increase for the 2023-2024 school year.

**BACKGROUND:** N/A

**RECOMMENDATION:** The Superintendent recommends that the School Board review the increase substitute pay structure as described above.

**IMPACT:** N/A

**ATTACHMENTS:** N/A

**REFERENCES:** N/A

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