

**BOARD BRIEF**

Date: March 4, 2022

**BOARD INFORMATION:**   X  

**MEETING PREPARATION:**       

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

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

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

**TOPIC:** Increase in Substitute Pay for Remainder of 2021-22 School Year

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 2: Instructional Excellence

**SY 2021-2022 FOCUS AREA:**

N/A

**FY 2022 BUDGET PRIORITY:**

Implementation of 2025 Strategic Plan

**SUMMARY:**

The nationwide substitute teacher shortage has reached such a critical level that Alexandria City Public Schools (ACPS) will increase substitute pay for the rest of the 2021-22 school year. Please see the new rates below:

|  | <b>Daily Substitute Pay</b>                                | <b>Long-Term Substitute Pay</b>                            |
|--|--|--|
| <b>Current Pay</b>                                       | Short Term Rate: \$110/day                                 | Long Term Rate: \$157.59/day                               |
| <b>Pay Beginning March 7, 2022 through June 30, 2022</b> | Increase by \$2.00 per hour, \$124.50 per day (7.25 hours) | Increase by \$2.00 per hour, \$172.09 per day (7.25 hours) |

The objective of increasing 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, given COVID-19-related tasks that had not previously been part of substitute teacher responsibilities.

In July 2022, ACPS will review the need for extending the substitute pay increase for the 2022-23 school year.

## BOARD BRIEF

**BACKGROUND:**

N/A

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

**IMPACT:**

The increase in substitute teacher pay will support the increase in the size of the substitute pool and improve the quality of supplemental instruction within classrooms.

**ATTACHMENTS:**

None

**CONTACT:**

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