

Certificated Substitute Pay Scenarios

Temporary for the remainder of 2021-22 School year

Many of our schools are experiencing a staffing shortage brought on by COVID-19. As we continue our efforts at building up our substitute pool, we have established an incentive system for current certificated staff stepping into these roles to support their colleagues. This is not precedent-setting and is intended to address the specific and unprecedented circumstances regarding staffing shortages brought on by COVID-19 and specifically the Omicron variant with its increased transmissibility. In the event that a teacher is absent, every effort will be made to secure a substitute teacher. In the event that a substitute can not be found and another certificated person is asked to cover, the following pay incentives have been established, **retroactive to 12/01/2021** until the end of the 2021-22 school year:

Scenario #1: (longer than one class period/block)	Rate of Pay	Payroll Information
Certificated staff member or classroom teacher covering for a certificated classroom teacher .	Full Day: Regular rate of pay + \$100 Half Day: Regular rate + \$50	Paid out in July
Scenario #2: (prep only)	Rate of Pay	Payroll Information
Certificated staff member who is asked to cover another certificated classroom during their prep period. (CBA section 7, 7.3)	Full prep: ½ of their per diem + \$20 Half prep: 1/10 of their per diem + \$10 (Prep Buy-back in lieu of sub)	Paid out in July
Scenario #3:	Rate of Pay	Payroll Information
A specialist or classroom teacher who is asked to double up classes. (CBA section 7, 7.3)	Sub rate (\$172.50 for full day or \$107.81 for half day) + \$20 per day (AMS/YPS \$172.50 for full day, \$110.94 for half day)	Goes on timesheet, paid out monthly
Scenario #4:	Rate of Pay	Payroll Information
If a self contained classroom is absorbed into other classrooms	1-5 student: ½ of their per diem + \$20 6 or more students: 40% of per diem + \$35	Paid out in July
Scenario #5: SVHS only	Rate of Pay	Payroll Information
At SVHS, staff covering for another certificated staff teacher	1-10 students: 1/10 of their per diem + \$10 11 or more students: ½ of their per diem + \$17.50	Paid out in July

All staff are strongly encouraged to participate through the remainder of the year. **All other scenarios regarding subbing not covered under this MOU will be addressed on an individual basis.**

All other provisions of the collective bargaining agreement shall apply.

Curtis Crebar, BGEA President

Denny Waters, BGPS Superintendent

Dated this ____ day of January, 2022