

**CHICO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION**

**Special Board Meeting**

**Friday, November 7, 2014**

**1:15 p.m. Closed / 1:30 p.m. Open**

**Chico Unified District Office, Large Conference Room**

**1163 East 7<sup>th</sup> Street, Chico, CA 95928**

**AGENDA**

**1. CALL TO ORDER**

1.1. Public comment on closed session items

**2. CLOSED SESSION**

**2.1. Update on Labor Negotiations**

Employee Organizations:

CUTA

CSEA, Chapter #110

Representatives:

Kelly Staley, Superintendent

Bob Feaster, Asst. Superintendent

Dave Scott, Asst. Superintendent

Kevin Bultema, Asst. Superintendent

**3. RECONVENE TO REGULAR SESSION**

3.1. Call to Order

3.2. Report Action Taken in Closed Session

**4. HUMAN RESOURCES**

4.1. **Discussion/Action:** Approve Resolution 1265-14, Sub Pay Increases in Special Circumstances (Bob Feaster)

**5. ADJOURNMENT**

Kathleen Kaiser, President  
Board of Education  
Chico Unified School District

**AGENDA ITEM:** Resolution 1265-14, Sub Pay Increases in Special Circumstances

**Prepared by:** Bob Feaster, Assistant Superintendent

☐ Consent

Board Date November 7, 2014

☐ Information Only

☒ Discussion/Action

**Background Information**

Board Policy 4121 states that the Board shall adopt and make public a salary schedule, setting the daily pay or pay period rates for substitute employees for all categories or classes of certificated employees of the district.

The district is concerned that it may not be able to provide adequate certificated coverage on Monday, November 10 due in part to the fact that Tuesday, November 11 is a holiday (Veterans Day). As the District may experience an increase in the need for substitute teachers at various times throughout the year, it is requested that the Board authorize the Superintendent or designee to increase sub pay on days where the District may not otherwise be able to provide adequate coverage across the District.

The attached resolution will allow the District to increase the rate paid to substitute teachers when an unusual situation such as this presents itself. The Board will be notified in advance of all such instances.

**Educational Implications**

The sub-rate increase for critical days will help to ensure a safe and positive learning environment for all students.

**Fiscal Implications**

The \$17 per day increase recommended for Monday, November 10, 2014, will result in an increased cost to the district of \$1,700 per 100 substitutes needed.

**CHICO UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 1265-14**

**Authorization to Pay  
Substitute Teaching Personnel  
at an Enhanced Daily Rate**

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**WHEREAS**, the Chico Unified School District (“District”) has established a daily rate of pay for day-to-day substitutes;

**WHEREAS**, there is a shortage of substitute teachers in critical subject areas;

**WHEREAS**, the District periodically experiences an exceptionally high rate of teacher absenteeism, which negatively affects the educational program

**NOW, THEREFORE, BE IT RESOLVED** that, in order to assure the efficient operation of the schools and to provide a continuous educational program for the pupils of the District, this Board:

1. Authorizes the Superintendent or her designee to employ day-to-day substitute teaching personnel and enhance the daily rate of pay by up to 50%, whenever the Superintendent determines that doing so is necessary to meet the needs of students based on a shortage of substitute teachers in critical subject areas or on a day when an exceptionally high rate of absenteeism is expected.
2. The Superintendent will notify the Board, in advance whenever possible, if this delegation of authority is to be exercised.

**PASSED AND ADOPTED** this 7<sup>th</sup> day of November 2014 by the following vote:

AYES:  
NOES:  
ABSENT:

Signed and approved by me after its passage.

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President of the Board of Education

ATTEST:

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Clerk of the Board of Education