



NEWARK UNIFIED SCHOOL DISTRICT

Human Resources Department

Certificated Guest Teacher Rates

2019-2020 School Year

Effective March 11, 2020

In an effort to be more competitive with our surrounding Districts, due to the current Teacher and Substitute Teacher shortage, Educational Services has budgeted the funds in the current LCAP to pay for the gap between the current rate and the new rate in order support the Human Resources Department in increasing the Certificated Guest Teacher Rate starting with the 2019-2020 school year.

- \$180.00 Daily Rate* (Days 1 through 5)
Increase of \$30.00 per day from the 2018-2019 School Year
- \$200.00 Long-Term Rate* (Starting Day 6 of a consecutive assignment)
Increase of \$15.00 per day from the 2018-2019 School Year
- \$200.00 Rate* for Opening or Closing a Classroom at the beginning/ending of the school year
Increase of \$15.00 per day
- \$333.13 Special Circumstances Rate▲ (Certificated Teacher Salary Schedule Step 1/Column I)
No change

*Difference between the old rate and the new rate will be covered by LCAP.

▲The Special Circumstances Rate is similar to the Classified Long-Term Rate where the guest is placed into the appropriate pay range due to the extended period of time they will be covering an assignment. In order to be eligible for this Special Circumstances Rate the request will first be approved by E-Cabinet. This rate is not being covered by the LCAP.

Example where The Special Circumstance Rate may be taken to E-Cabinet for approval are:

Extended Leave of Absences due to Medical/Maternity Leave

Under California's new law (initiated in 2017)

- Expectant mothers are entitled up to approximately 28 weeks of paid leave
- New fathers are entitled up to 12 weeks of paid baby bonding leave
- New parents who are adopting are entitled up to 12 weeks of paid baby bonding leave

Additionally, the NTA Contract allows our certificated employees (both the mother and/or the father) to take the rest of the school year off as unpaid child rearing leave.

This has a significant impact to our students and their learning environment.

The CTC recently released a special credential called a TPSL (Temporary Permit for Special Leave) which our Guest Teachers can apply for to cover these extended absences, but it cost the Guest Teacher a fee to the State.

The alternative to not approving the Special Circumstances Rate would be to rotate a new Guest Teacher into the classroom every 30 days for General Education classrooms and every 20 days for Special Education classrooms. This is not in the best interest of our students, there would be extremely unhappy parents, and many formal complaints filed at the District. We have seen the complaints filed in the past.