



Leading Forward: Substitute Teachers

Charlottesville City Schools, November 4, 2021

During this update....

01 Qualifications

03 Compensation

02 Recruitment

04 Next Steps

01 - Qualifications



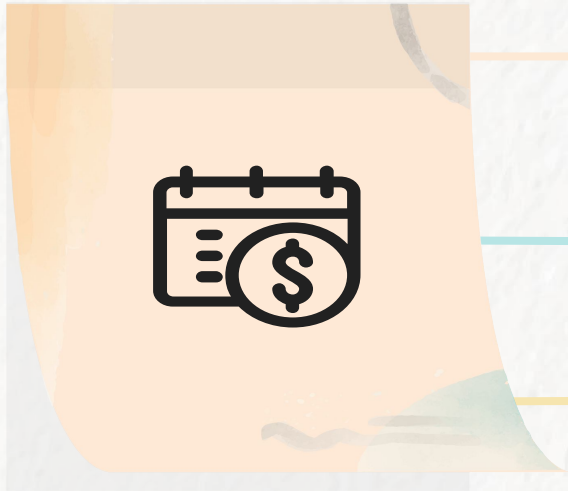
- **The current “substitute” job description has been updated**
- **Requirement: High School Diploma/GED**
- **In-line with surrounding school divisions**

02 - Recruitment



- **Retirees**
- **Partnership with PTOs**
- **Outreach events at local community college & university**
- **School-Based Salaried Substitutes**

03 - Compensation



- **Teachers: Planning & Duty Periods**
- **Increase current sub rate to \$20/hour**
- **Competitive with surrounding localities**

04 - Next Steps



- **Approval of new recommended sub rate \$20**
- **Update our advertisements**
- **Conduct recruitment sessions at PVCC**