

Albemarle County Public School teachers who are paid for teaching an extra class

- The state's Standards of Accrediting says that appropriate compensation must be provided to teachers who exceed the standard classroom load.
- It has been a long-standing practice for the division to pay such compensation to a limited number of teachers at both middle and high schools in order to meet instructional needs.
- For example, in the previous school year, 1 percent of all teachers, five out of some 336 high school teachers, are in this category. This year, there are nine teachers who are being compensated for teaching more than the standard classroom load. The compensation these teachers receive is based upon their normal contractual rate. Teachers are not receiving a premium.
- Decisions to pay teachers for additional workload do not increase the budgets of the schools that are involved. Principals use previously allocated funds for these instructional purposes.
- These staffing decisions are the most cost-effective option for delivering specialized courses that meet student needs. If the principal were to hire another full-time teacher for these courses, it would increase expenses beyond the budgeted amount. In most cases, it would not be possible to find teachers with the specialized skills, experience and knowledge of the curriculum to take on this workload.
- As an example of the credentials required to teach these specialized courses, seven of the nine teachers who are being compensated for additional workload this year teach ceramics, technical drawing, band, orchestra, international foods, fashion design and photography.
- The other two teachers are for English courses. One of the courses requires an advanced degree because it is a dual enrollment class with Piedmont Community College. The other teacher was assigned the extra course load when enrollment projections this summer indicated that there would be a need for an additional class in English.
- To improve oversight of this practice and to ensure its continued compliance with allocated budgets, all future requests for additional workload assignments will require central office approval.