

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 2

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES Reference:

4.1 GENERAL PERSONNEL PRACTICES

SECTION 4.113 TEMPORARY EMPLOYEES DURING STRIKE CONDITIONS

The Superintendent is authorized to hire temporary employees for the duration of a strike or concerted activity on the part of employees.

Emergency rate of pay for classified employees shall be two times the regular rate of pay at step 1 of the salary schedule, based on an eight-hour day.

Emergency rate of pay for substitute teachers shall be twice the regular daily rate of pay for substitute teachers. The Superintendent is authorized to hire substitute teachers at a higher daily rate if determined necessary and appropriate.

The Superintendent is authorized to hire qualified non-certificated employees as lecturers and to pay them up to the minimum daily rate of other emergency substitute teachers.