



Methacton School District Building Substitute Proposal

Recommendation to Attract and Retain Building Substitutes

- ▶ Increase the Methacton School District pay rate for Building Substitutes who commit to work five days per week every week from \$135 to \$165 per day for the remainder of the school year

Methacton School District Substitute Designations

Daily

- Fill day-to-day absences
- Work in different buildings with no multi-day commitment
- May hold full teaching credentials or Guest Teacher credentials
- Implement lesson plans created by the MSD teacher or supervise students in large group areas at MHS and Arcola
- Rate was increased several years ago to be competitive

Long Term

- Fill absences of at least four days
- Hold specific certification related to the vacancy
- Responsible for lesson planning, grading and increased communication
- Designation changed from 45 day absence to 4 or more day absence in Fall 2021

Building

- Commit to be in same building every day
- Assume daily teaching position vacancies, especially those absences created the prior evening or morning of a school day
- May hold full teaching credentials or Guest Teacher credentials
- Implement lesson plans created by the MSD teacher or supervise students in large group areas at MHS and Arcola

Substitute Teacher Fill Rate Comparison

- ▶ Fill rate is the percent of all open positions (daily and long term) requiring substitutes that are filled by substitute teachers in all three categories combined

Month	2019-2020 Fill Rate	2021-2022 Fill Rate
September	89%	74%
October	86%	60%
November	88%	66%
December	86%	69%
January	87%	61%

Compensation Analysis and Process

- ▶ January 2022: Substitute Teacher Service (STS) indicated that the recently increased higher building substitute compensation in other districts provides a competitive edge for attracting the narrowing pool of available substitute teachers
- ▶ Current MSD pay rate for Building Substitutes who commit to work at least three days per week - \$135 per day
- ▶ As of January 2022, of the 9 school districts in Montgomery County serviced by STS, MSD now has the lowest pay rate for building substitutes (the 8 higher districts range between \$140 per day and \$170 per day)
- ▶ STS has committed to the efficacy of this rate change by lowering the 2021-2022 costs charged to MSD by 2% for all five day Building Substitutes who commit to five days per week
- ▶ STS has also committed to advertising this increase (online, flyers, lawn signs) to attract new substitutes to the pool for Methacton School District
- ▶ MSD will advertise through social media, directly to our Home and School Associations and through our Principal newsletters
- ▶ The Director of HR will provide monthly updates to the Board through the weekly memo of the success of this change
- ▶ The budget impact to MSD would be approximately \$60,000 through the remainder of the 2021-2022 school year if all 24 positions are filled

Efforts to Address the Substitute Teacher Shortage

- ▶ Fall 2021: Decreased from 45 days to 4 days the time identified as long-term substitute service and provided the higher long-term rate of pay with properly certified long-term substitutes responsible for lesson planning, grading, increased communication
- ▶ Fall 2021: Conducted a Guest Teacher (individuals with four year, non-education degrees) recruitment and training which added multiple new Guest Teachers to the ranks of certified substitute teachers
- ▶ Spring 2022: Encourage our recently retired Methacton teachers to return as substitutes
- ▶ Spring 2022: Investigate pay rates for Building Substitutes in conjunction with STS to incentivize five day per week commitment
- ▶ Spring 2022: Investigate alternative incentives to attract substitute teachers
- ▶ Spring 2022: Work with STS to pursue Classroom Monitor positions per Act 91
- ▶ Spring 2022: Develop a partnership with a university to train and recruit future teachers and substitute teachers

Recommendation



Increase from \$135 to \$165 per day for the remainder of the school year the Methacton School District pay rate for Building Substitute teachers who are willing to commit to work in Methacton School District school buildings five days per week every week in an effort to increase our substitute teacher pool and best serve our students