



Methacton School District Substitute Teacher Update

October 19, 2021

Addressing the Current Situation with Attracting Substitute Teachers

- ▶ **Issue** - Attracting properly certified substitutes for longer-term positions that extend beyond the three days for which MSD teachers maintain emergency lesson plans
- ▶ MSD contract with Substitute Teacher Service (STS) differentiates pay rates based on number of days that substitutes work in MSD
- ▶ Pay rates are further differentiated by certification status and service status (certificated, guest teacher, retired MSD teacher)
- ▶ Substitute teachers who are in for a long-term situation of 45 days or longer receive a rate of \$249.54/day
- ▶ The higher rate for long-term substitute teachers is associated with the additional duties associated with the position such as lesson planning, grading, and communication
- ▶ **Current Rates** - based on certification and status
 - ▶ \$115/day for days 1-25 (certified subs)
 - ▶ \$135/day for days 26+ (certified subs)
 - ▶ \$135/day building substitutes
 - ▶ \$135 MSD Retired Teacher Rate
 - ▶ \$95/day guest teacher for days 1-25
 - ▶ \$105/day guest teachers for days 26+

Proposed Solutions

- ▶ Board Action - Approve the rate of \$249.54 to be provided to substitutes in shorter-term assignments (4 days or longer) for which lesson planning, grading, and communication are required
- ▶ Admin Advisement - Methacton will be partnering with Substitute Teacher Service (STS) to advertise for interest in the Guest Teacher Program which in PA allows individuals with a 4-year, non-education degree to complete online training and earn a locally issued temporary teaching permit to serve as a daily substitute teacher