

# Methacton Mid-Year Substitute Report

2/18/2020

CMR

# Agenda

- ▶ Methacton substitute statistics – last school year to present
- ▶ Pay structure
- ▶ Current comparative results
- ▶ Three year historical comparison
- ▶ Substitute pool statistics
- ▶ Daily averages
- ▶ STS staffing question
- ▶ Guest teacher information
- ▶ Recommendations

# Methacton Mid-Year Results (Day-to-Day and LTS)

|               | <b>August 2018 - January 23, 2019</b> | <b>August 2019 - January 23, 2020</b> |
|---------------|---------------------------------------|---------------------------------------|
| Subs Needed   | 4,200                                 | 3,439                                 |
| Filled Jobs   | 3,835                                 | 3,010                                 |
| Unfilled Jobs | 365                                   | 429                                   |
| Fill Rate     | 91.31%                                | 87.53%                                |

# Per Diem Rates

| 2017-2018   | 1-25 days    | 26+ days  |
|-------------|--------------|-----------|
| Non-Retiree | \$95/day     | \$105/day |
| Retiree     | \$100/day    | \$110/day |
| Long Term   | \$210.53/day |           |

| 2018-2020     | 1-25 days    | 26+ days  |
|---------------|--------------|-----------|
| Guest Teacher | \$95/day     | \$105/day |
| Non-Retiree   | \$115/day    | \$135/day |
| Retiree       | \$135/day    |           |
| Long Term     | \$249.54/day |           |

# Rate Comparisons (2019-2020)

| School District | Day-to-Day Rates |
|-----------------|------------------|
| Methacton       | \$115 - \$135    |
| District 1      | \$110 - \$120    |
| District 2      | \$110 - \$130    |
| District 3      | \$115 - \$125    |
| District 4      | \$120 - \$150    |
| District 5      | \$125 - \$145    |
| District 6      | \$115 - \$120    |
| New District 1  | \$120 - \$130    |
| New District 2  | \$105 - \$120    |

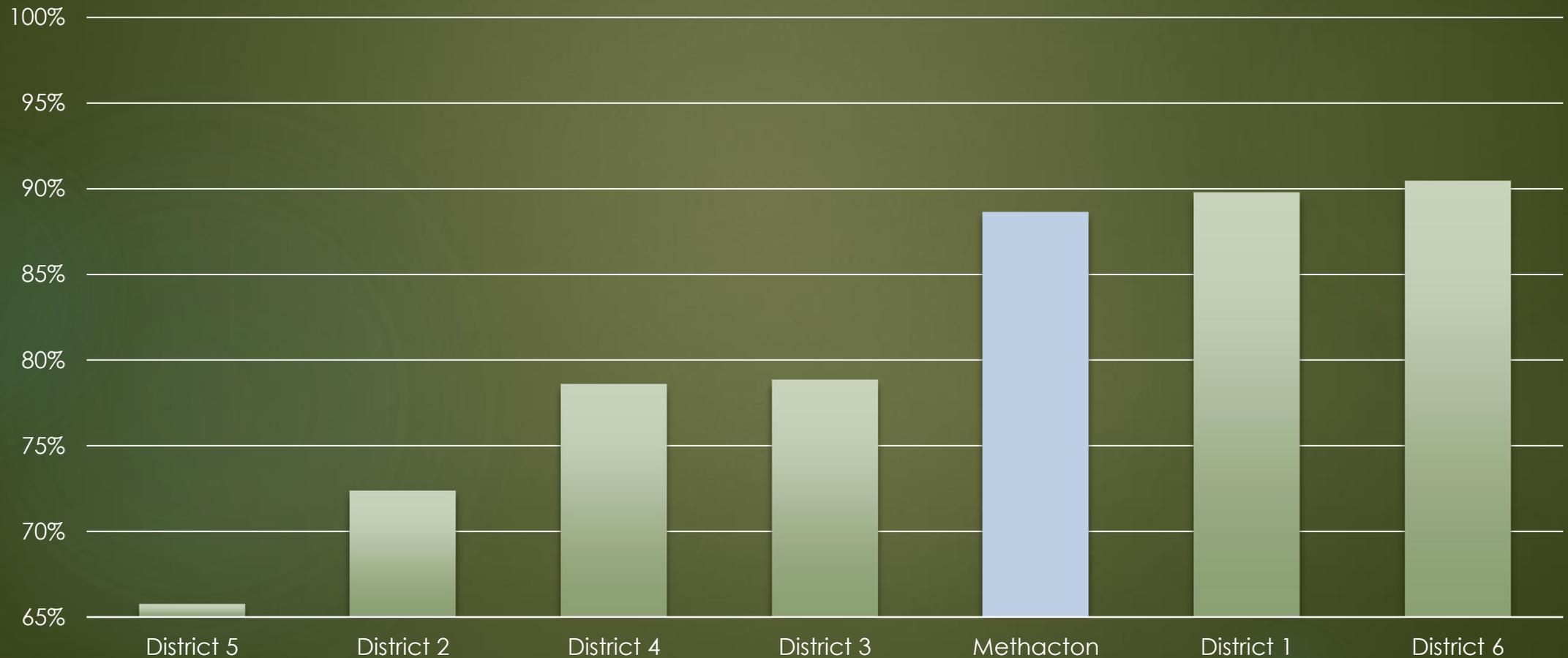
# 2019-2020 Fill Rates Compared to the County Peer Group

| District   | Needed | Filled | Fill Rate |
|------------|--------|--------|-----------|
| Methacton* | 3,108  | 2,754  | 88.61%    |
| District 1 | 3,513  | 3,153  | 89.75%    |
| District 2 | 246    | 178    | 72.36%    |
| District 3 | 1,756  | 1,384  | 78.82%    |
| District 4 | 4,467  | 3,510  | 78.58%    |
| District 5 | 2,273  | 1,494  | 65.73%    |
| District 6 | 2,494  | 2,256  | 90.46%    |

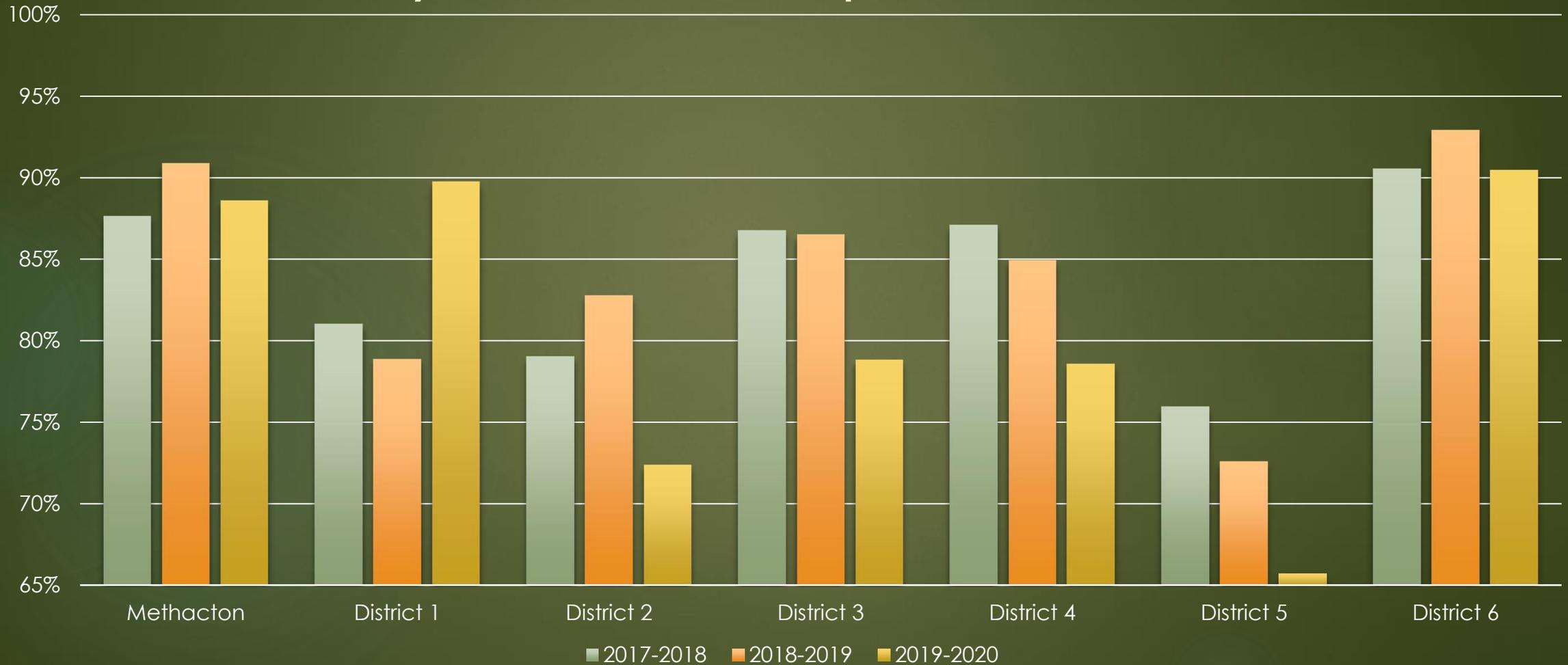
\* Data from 1/11/20

# 2019-2020 Fill Rates Compared to the County Peer Group

(sorted by fill rates)



# Three Year Fill Rates Compared to the County Peer Group



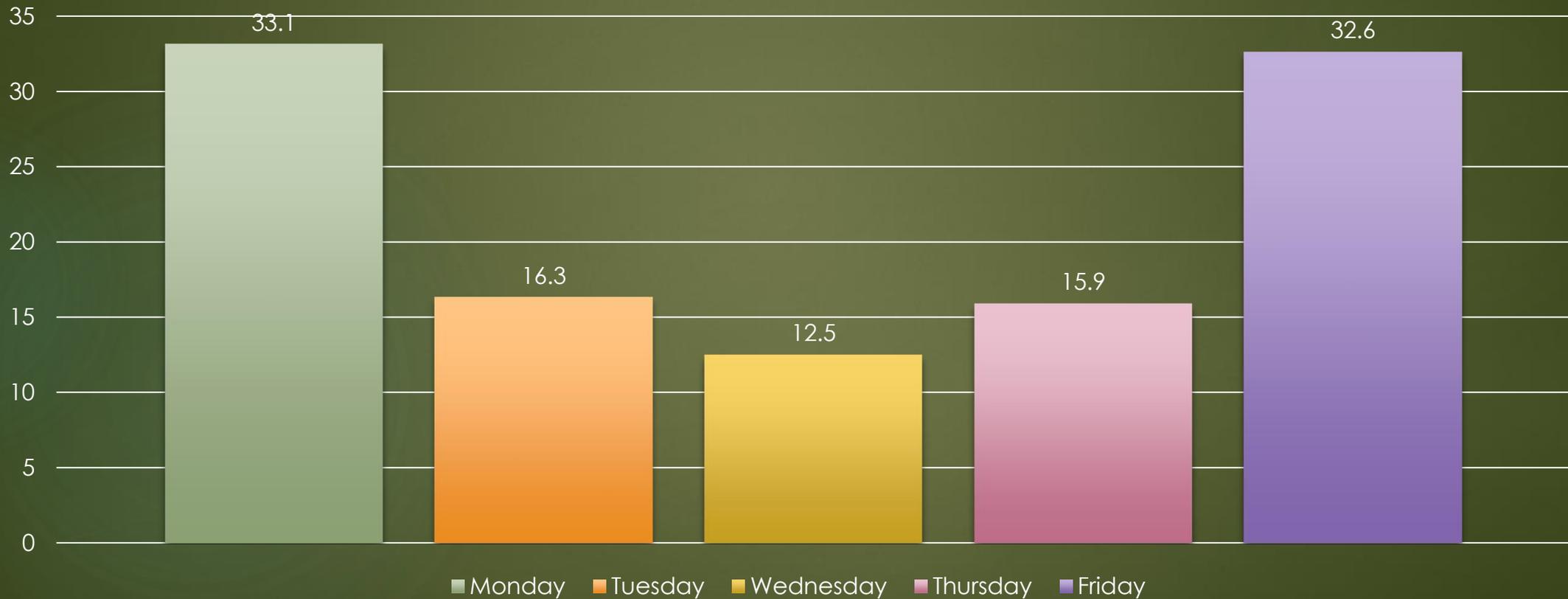
# Substitute Pool Comparison

- ▶ **Substitute pool comparison 18/19 to 19/20 school year:**
  - ▶ Total number of working substitutes on Methacton list (18/19): 129
  - ▶ Total number of working substitutes on Methacton list (19/20): 126
  
- ▶ **Substitute teacher pool working data (18/19 to 19/20 school year comparison)**
  - ▶ # of substitutes who worked last year but not yet this year: 52
  - ▶ # of new substitutes on Methacton substitute list this school year: 49
  
- ▶ **Extended or Long-Term assignments:**
  - ▶ 2018/2019 school year: 17 LTS assignments filled by STS
  - ▶ 2019/2020 school Year: 15 LTS assignments filled by STS
  
- ▶ **Average daily MEA absences (October 2019):**
  - ▶ Average daily absences: 22 per day (40 per day in May)
  - ▶ Absences increase on Mondays and Fridays

# Daily Averages (October 2019)

10

## Average Daily Absences



# Staffing at STS

## Question

- ▶ How many total subs do you have in your system and how has that changed over the past 5 years?

## Answer

- ▶ Currently there are 5,071 professional staff members on our list
- ▶ Two (2) years ago the professional staff was at 5,572 (501 staffing decrease)
- ▶ The decline is due to fewer individuals going into the profession
- ▶ ***PDE Information***
  - ▶ *PDE issued approx. 14,000 teacher licenses annually*
  - ▶ *In 2016-2017 that number dropped to 4,412*
  - ▶ *A 71% decline since 2009*

# Guest Teacher Program

- ▶ Held orientation in the Spring of 2019 and Fall of 2019
- ▶ Next orientation dates are set for March 11 and March 12, 2020
- ▶ Ten (10) guest teachers have successfully completed this program and are substituting for our district
- ▶ Guest teachers have filled 135 positions (4.4% of the total available positions)

# Recommendations

- ▶ Continue moving forward with the guest teacher program
  - ▶ Receiving positive feedback on the orientation process
  - ▶ Orientation and training in Fall and Spring
- ▶ District substitutes
  - ▶ Increase from three (3) to eight (8)
  - ▶ One to each elementary building, one to SV, one to Arcola, and two to MHS
  - ▶ Will assist with both day-to-day substitutes as well as recruitment for LTS positions
- ▶ Research the denominator of the ratio (Substitutes / Absences)
  - ▶ We have focused on increasing the number of substitutes
  - ▶ We should consider focusing on the number of absences