

Resolution 1718R-008

By Director Bonds

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, “Wherever students are learning is the most important place in the district,” and “Educators and school staffs have high expectations for all students and provide the foundation for their academic success” as core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, “The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions”; and

WHEREAS, The most recent report presented to the Milwaukee Board of School Directors indicated:

- that MPS faces difficulty filling substitute teacher assignments, especially at the middle and high school level;
- that some assignments are being consistently refused by substitute teachers;
- that the current fill rate is 84%; and

WHEREAS, Prior to 2011 Wisconsin Act 10, the Milwaukee Public Schools used an internal process for recruiting, hiring, and dispatching substitute teachers that provided for consistency in the classrooms; and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting for substitute teacher recruitment and subsequently for dispatching services; and

WHEREAS, In January 2017, the Board directed the Administration to evaluate the need for contracted substitute teacher recruiting and dispatching services and assess best options for addressing the challenges in filling all substitute teacher assignments; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a strategy for filling substitute teacher vacancies using existing internal resources; and be it

FURTHER RESOLVED, That the new strategy include two substitute teacher classifications, day-to-day substitutes and regular substitutes, whereby a regular substitute teacher:

- is one who agrees to serve in any school on any day in the school year and works 19 consecutive work days to obtain regular substitute status; and
- receives a higher rate of pay than a day-to-day substitute; and be it

FURTHER RESOLVED, That the Administration explore additional opportunities to incentivize a substitute teacher’s desire to obtain regular substitute teacher status and serve in hard-to-fill assignments; and be it

FURTHER RESOLVED, That regular substitute teachers serving in a classroom for which there is no teacher available are eligible for vacancy pay; and be it

FURTHER RESOLVED, That all dispatching of substitute teachers be done by the MPS Office of Human Resources and that the district direct substitute teacher assignments based on district need rather than substitute teachers choosing or refusing assignments; and be it

FURTHER RESOLVED, That the newly established strategy for substitute teacher recruitment, hiring, and dispatching be brought to the Board no later than the January 2018 Board cycle.

September 28, 2017