



Substitute Teacher Taskforce Report

I. Background:

The purpose of this report is to provide followup on the September 2017 Board action that resulted in the adoption of Vice President Miller’s motion to:

1. Sunset Goodwill substitute teacher contract effective December 31, 2017.
2. Establish a taskforce to discuss and construct options to bring to the board on the issues of:
 - a. Providing substitute teachers to the classroom,
 - b. Possible options for providing healthcare to a group of substitute teachers, and
 - c. Meeting at least 3 times before the November AFP meeting to present possible options for possible action.
3. Meeting dates: October 26, November 2, and November 7, 2017
4. Council consists of seven members:
 - a. Director Phillips - Chair
 - b. Ronald Cox
 - c. Christopher Hauser
 - d. Michael Trueblood
 - e. John Thielmann
 - f. Alex Brower
 - g. Peter Blewett
 - h. Winifred Henry

II. Problem of Practice: The number of vacancies exceeds the number of filled positions.

Fiscal Year	Absences	Need Sub	Filled	Unfilled	Sub Not Needed	% filled	% Unfilled
2015-2016	70,496	69,447	58,232	11,215	1,499	83.85	16.15
2016-2017	76,743	75,426	62,584	12,842	1,317	82.97	17.03

III. Current number of substitute teachers:

- Currently, MPS has 696 substitute-teachers
- Total payroll :
 - 2015-2016 - \$7,054,034
 - 2016-2017 - \$9,288,934

IV. Compensation:

Current pay rates:

- \$160.56 per day (\$20.07/hr.)
- \$182.93 per day (\$22.87/hr.) for substitutes in the same assignment for more than 20 days
- \$203.34 per day (\$25.42/hr.) for special assignments, designated by the district in hard-to-fill areas

V. Collective Recommendations of the team are to:

- Create a classroom instructional workforce pool;
- Fill teacher absences on hard-to-fill positions; and
- Create a teacher pipeline from the members of the workforce.

VI. Criteria:

1. Create a classroom instructional workforce pool consisting of 50 employees.
2. The workforce will be centrally assigned and placed in positions on a regular basis by the Regional Superintendents, or designee.
3. Employees in this pool must work at any assigned school for the 175 student contact days.
4. Employees of the classroom instructional workforce pool must participate in a teacher pipeline program and will be allowed to be employed in the pool for a maximum of three years.

VII. Additional Committee Recommendations:

1. Provide professional development for substitutes and determine the partners in this work; i.e., MPS, schools, MTEA.
2. Provide better onboarding for substitutes (sub orientation has been offered three times).
3. Create a multi-year substitute to teacher cohort program.
4. Provide substitute cohorts for regions.
5. Provide training for special education, STEM, Bilingual, and other specialty substitutes.
6. Research data to determine critical times when substitutes are needed the most.
7. Research high need categories of substitutes.

VIII. Benefits (only for the 50 classroom instructional workforce pool)

1. Health
2. Dental
3. Vision
4. Pension (WRS)
5. Voluntary 403B/457 plan participation
6. Four days miscellaneous leave

IX. Potential applicants:

1. Para-Professionals with Bachelor's degree (incentive: pay increase. Current pay rate \$16.25-\$19.50)
2. Substitute Teachers (incentive: benefits)

X. Support:

Explore options to provide Praxis boot camp and requirement to be a Licensed Teacher in two years.

XI. The Substitute Hiring Process:

1. Positions are posted similar to all other positions within MPS as vacancies occur.
2. Candidate packets are submitted.
3. Candidates who meet basic criteria are selected for interviews.
4. Candidates who are selected after the interview process are processed for employment, which consist of criminal background checks and drug screening.
5. Candidates who pass this phase are offered a position and hired.
6. Candidates who accept the position have their information entered into PeopleSoft. Talent Management Staff then contacts the individual via letter to provide new hires their AESOP ID and pin number.

XII. Cost of providing Benefits

Depends on benefit election of the employees of the classroom instructional workforce pool (estimated one million dollars).