



Substitute Teachers Of California

"There is no substitute for a great substitute teacher"

TITLE: Substitute Teacher Pay Periods

PROBLEM:

In most school districts, Substitute or Guest Teacher (SGT) pay periods are 30 days long. For most SGT's, their pay period extends another 30 days. In total, that means that the average SGT has to wait almost 60 days before they are paid. This lag in pay does two things. First, because of it takes so long to get paid, it discourages people from attempting to become SGTs. Second, because of the lag in time, employees are left with a bad taste in their mouth and as such, do not last because they have no savings and can't wait that long for pay. Both problems negatively impact the number of teachers in the classroom, and that hurts students.

EXAMPLE:

For example, if a SGT works the first 5 days of any given month, and then turns in their time sheet on the 31st day of the month as required, it means that the SGT will have to wait another 30 days to receive an actual check. Combined, that could be as many as 60 total days before they get paid.

SOLUTION:

- Require school districts to establish a bi-weekly payment system for Substitute or Guest Teachers;

SUPPORT:

- Substitutes

OPPOSITION:

- Administrative staff
- School districts

ARGUMENTS IN SUPPORT:

- This impacts a minimal number of people compared to the overall number working in the state's educational system;
- Most SGTs who do this 'professionally' are quite often living paycheck to paycheck and adopting this pay program will ease their burden;
- SGTs who have recently graduated, and unfortunately are fresh out of school and broke. Many become SGTs as their first step in what they hope will be a long and fruitful teaching career. Unfortunately though, they often have to quit when they don't get paid in a timely fashion;
- This puts more teachers in the classroom without sacrificing quality or operational budgets;
- With today's computers, pay periods can be sped up – and pay can occur bi-weekly.

ARGUMENTS IN OPPOSITION:

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Substitute Teacher Pay Periods - Page 1 of 2

- Bookkeeping is a nightmare, and this will make it worse;
- This concept should be left up to individual school districts, who may wish to offer this as an employment incentive;

PUBLICITY:

- Minor – teachers community;
- Theme: Getting more teachers in the classroom;

HISTORY:

- Unknown if introduced before;

FISCAL EFFECT:

- Minor cost adjustments – mostly related to payroll;

CODE SECTION AFFECTED:

- As per Legislative Council

LANGUAGE ATTACHED: Yes

LANGUAGE:

Section 1: Intent of this measure is to speed up pay for credentialed employees classified as Substitute or Guest Teachers.

Section 2: All employees of a school district, not personally covered by union representation, shall be paid bi-weekly.

Section 3: Penalty for school to not comply with this statute is a civil fine of up to \$500 per violation, per day.