



California Association Of Substitute Teachers (CAST)

“There is no substitute for a great substitute teacher”

TITLE: Regional Substitute or Guest Teacher Pools

PROBLEM: Currently, each district within the jurisdiction of a County Office of Education, maintains their own Substitute or Guest Teacher pool. Sadly, because of poor distribution policies and competition between school districts for employees, this has created a Substitute or Guest Teacher (SGT) shortage. To take things one-step further, because of the nature of the work, SGTs often work in multiple districts. And even if they work full time in the district, they are considered part-time employees. Combined, that leads to a variety of problems – ranging from low pay and job burnout to lack of benefits and teacher shortages.

EXAMPLE:

I currently have 3 part-time jobs because I am registered to work in 3 districts. They are all under the umbrella of one county office of education. For the purposes of statistics, I am considered to be ‘three substitute teachers’. Two districts I work for, pay \$162 a day, while another one pays \$145. The districts are literally right next to each other. The \$145 is always short of SGTs, which means classes are not covered and teachers under contract have to work harder than slated to. This hurts the students, who because of teacher shortages, often wind up in a class of 45 students. At the \$162 level, that equates to about \$20.25 an hour, while at the \$145 level, that equates to about \$18.15 an hour. Additionally, if I work full time (172 days a year), the most I can ever make is \$27,860. With no benefits, training, or possibility of advancement, this is a horrible situation, especially when one realizes that this is not a living wage. To make matters worse, all three districts are always short on SGTs.

SOLUTION:

- Establish County wide substitute programs that not only register SGTs for an entire county, not just one district;
- Once the program is established, each county should establish a flat base bay for the region;
- Establish a percentage pay increase every year;
- Provide SGTs with benefits, based on skill level and longevity;
- Make pay based on country office of education so its uniform throughout the country and all districts; or
- List jobs, on the job board, with the associated ‘pay’ as one of the category criteria;
- Make the work for one county cumulative so SGTs can become eligible for minimal benefits.

SUPPORT:

- Substitutes
- Districts
- Teachers
- Students

OPPOSITION:

- Districts

ARGUMENTS IN SUPPORT:

- This system will supply better overall coverage for the county;
- Schools can still pay the same rate – SGT’s will be notified of the pay rate upon work assignment acceptance;
- Smaller Human Resources responsibilities per school district;
- Better for students – more teachers in the classroom;
- Districtwide notification systems already exist – just needs to be reformatted;
- This will ensure fair pay for all SGTs;
- Because SGTs often work in multiple districts, this will help ensure that the number of substitute teachers is properly identified;

ARGUMENTS IN OPPOSITION:

- Competition will increase costs;
- Districts pay what they can – some can’t afford paying more;

PUBLICITY:

- Lot of publicity in the state;
- Theme: streamlining the process will put more teachers in the classroom;

BACKGROUND:

- This measure has not been introduced before;

FISCAL EFFECT:

- Minor costs – especially for districts that pay way below the average;

CODE SECTION AFFECTED:

- As per Legislative council

LANGUAGE ATTACHED: Yes**LANGUAGE:**

Section 1: Intent

- a) The intent of this legislation is two-fold. First, it is designed to ensure that enough substitute or guest teachers are available to meet the needs of a given county school district on any given day;
- b) Second, it establishes a uniform pay rate within a county school district;

Section 2: Language

On or before Jan. 2021, County School districts must:

- Establish a County wide substitute teacher employment system;
- Create hiring programs;
- Establish a base or uniform pay schedule;
- The plan should include the following:
 - The substitute should be allowed to register in the county, and then be able to work in any of the districts in that county;
 - The substitute should only have to get one set of fingerprints;
 - Districts could/can still pay what they want based on their budget, and it will be up to the substitute to accept that pay;
 - Pay should come from the county office of education, and not the individual districts.

Section 3: Penalty

The penalty for non-compliance with this measure is \$500 per incident.