

Substitute Teacher Report

August 17, 2016

Background

- Pleasantdale SD 107 Employes 22 substitute teachers
- Our goal is to remain competitive in the market
- The district conducted a research study in 2015-16
 - Surveyed subs
- There has been no increase in the substitute pay rate in 12-years

Research Study

- Ten of our 22 substitutes (45%) completed our survey
- The survey focused on three categories
 - Experiences with the AESOP sub placement system
 - Experiences within our schools
 - Recommendations on how to encourage subs to take our jobs
 - Open ended feedback
- Areas for growth (based on the data)
 - Ensure that subs have complete plans, seating charts, and class lists
 - Provide training on our IT systems
 - Help subs to feel more involved/connected to our schools
 - Increase compensation

Cost Analysis

District	Daily Rate	Long Term Rate
101	\$90 a day, \$96 after 15 days	After 15 days in same position \$149.25
102	\$100 a day, \$110 after 30 days	\$234/day beginning on the 11 th day in same position
103	\$100	Information unavailable
105	\$90 a day, \$110 after 30 days	BA \$231.87; MA \$261.98
106	\$95 a day, \$105 after 10 days	\$140 a day
LADSE	\$100	N/A
107 – current	\$100 a day	Per diem BA Step 1 = \$199.69
107 – proposed	\$110 a day	\$200 a day

Changes and Recommendations

- Provide professional development and training to subs
 - October Institute Day
 - On going sessions as needed
- Ongoing dialogue with substitutes to ensure that their needs are being met
- Computer terminal for subs to check email during breaks
 - Allow them onto our guest network
- Increase the substitute pay rate by \$10 per day from \$100 to \$110



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"I presume you're the substitute teacher?"