



BOARD PROPOSAL

Tracking ID: 2016-7

Date: November 30, 2016

From: Eric C. Eshbach, Ed.D., Superintendent

Re: Elementary Floating Substitute

Board Committee: Personnel Committee

Background:

Securing daily substitutes for teaching positions has been a challenge for many years. The Administration has taken several steps to increase the pool of substitute candidates, including aggressive recruiting and advertising campaigns, increasing the daily rate a substitute earns, and utilizing the CAIU's Guest Teacher program. Yet we continue to be faced with a substitute shortage and often have days with unfilled vacancies. When faced with unfilled vacancies, classrooms must be covered by other teachers, an instructional aide who holds teaching certification, or the building principal. Wellsville Elementary and South Mountain Elementary have experienced a majority of the unfilled vacancies this year.

Issue:

As reported to the Board, there is a significant decline in the number of teaching certifications issued by PDE. Coupled with the challenges associated with being an "on-call" professional and increases in the job market in other areas, the number of substitutes available continues to dwindle. Several years ago, NYCSD "floating substitutes" at the middle and high school levels. These individuals are hired for a set period of days at the substitute rate and are assigned to one building. They come to the middle or high school each assigned day and are placed in a room as needed. While the floating substitute does not necessarily have the security of the same class each day, they do have the security of knowing they will be utilized at a given school every day of their assignment.

Under the Affordable Care Act, in order to keep substitutes below 30 hours per week the Middle School and High School floating substitute assignments were shared between two individuals. We have received positive responses from administrators, teachers, and substitutes regarding this program. It has provided an increase in coverage at the secondary schools.

Due to ongoing substitute shortages at Wellsville and South Mountain, we feel it necessary to add a similar model at the elementary schools. Both Northern and Dillsburg have instructional aides who are certified to teach. Thus, we have very few days at those schools with unfilled vacancies. South Mountain and Wellsville, however, have experienced the most unfilled vacancies this year. Ms. Rotz has covered unfilled vacancies five times and Mr. Clifton has covered unfilled vacancies eight times this school year.

Proposal:

The Administration proposes adding an elementary floating substitute position. This position will be divided between two properly certified individuals. While one substitute will be assigned to Wellsville and one to South Mountain, they will be available to substitute at any of the elementary buildings, based on the needs of the day. These will be the first substitutes assigned, so they will be utilized nearly every day. If no substitute is needed for a given day, which is highly unlikely, the individual would be used for other instructional or building level needs.

Impact:

The floating substitutes will be paid \$105 per day. They will not be eligible for benefits. While the cost for these positions will be approximately \$11,000 for the remainder of the year, we have already budgeted this for substitutes. So there should be no financial impact. This will simply assure that coverage is provided. We will continue to be aggressive with our recruiting of substitutes to ensure that hiring these floating subs does not deplete our existing substitute pool.