



# **Substitute Staffing**

Department of Human Resources

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**Rose Tree Media School District**

**March - 2026**



# Substitute Providers

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- ❖ Kelly Education - Teachers & Paraprofessionals
  - *Our partnership with them began in 2019*
- ❖ Soliant, Gamut, GHR, In-Health
  - *Specialized Paraprofessionals*
- ❖ Bayada, GHR, CritiCare - Nurses

# Pay Rates - Kelly Education

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- ❖ **Daily Substitute Teacher - \$130/day**

- Billing rate of \$167.70

- ❖ **Building Substitute Teacher - \$150/day**

- Billing Rate of \$193.50

- ❖ **Extended Substitute Teacher (6 days or more) - \$180/day**

- Billing Rate of \$232.20

- ❖ **Daily Substitute Paraprofessional - \$18/hour**

- Billing Rate of \$23.22/hour

*29% mark-up rate*

*Rates last increased in 2023*

# Substitute Teacher Pay Rates - Delaware County

District	Provider	Daily	Building Sub	Extended Sub
RTM	Kelly	\$130	\$150	\$180
Haverford	Kelly	\$130	\$159	N/A
Penn Delco	Kelly	\$125	\$160	\$175
Ridley	Internal	\$100	\$125	\$150
Garnet Valley	Kelly	\$125	\$150	\$263
WSSD	STS	\$120	\$150	\$190
Radnor	ESS	\$150	\$200	\$200
Springfield	Kelly	\$110	\$125	\$150
Southeast Delco	STS	\$175	\$150	N/A
William Penn	Kelly	\$140	\$175	N/A

# Quick Facts - 2025-2026 School Year

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- ❖ **133** - Substitutes registered to work in RTMSD schools this year
- ❖ **73** - Number of substitutes hired by Kelly Education for RTMSD since July
  - Hiring and onboarding of substitutes is ongoing.
- ❖ **90.4%** - Teacher fill rate (through December)
- ❖ **87.3%** - Overall fill rate for teachers and paraprofessionals (through December)

# Monthly Absences - Year over Year

## Teachers & Paraprofessionals

	2025-2026		2024-2025	
	Total Absences	# Filled	Total Absences	# Filled
July	46	45	73	67
August	25	25	46	43
September	819	711	831	752
October	960	849	1119	968
November	728	628	911	821
December	802	694	798	700
	2952 / 3380 = 87.3% Fill Rate		3351 / 3778 = 88.7% Fill Rate	

# Building Substitute Teachers

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- ❖ Five per building at Penncrest & Springton Lake  
Four per building at Elementary Schools
- ❖ Guaranteed position for all student days - high level of familiarity with students, staff, and school
- ❖ Insurance for morning-of or last minute call-outs
- ❖ Typically, first (and best) option for extended absences - less than 90 days
- ❖ Sharing is caring!

# Recent Enhancements

## ❖ Removing Barriers to Hiring Process

- Physical Examination

## ❖ Act 86 - Student Teachers

- Substitute up to 10 days for cooperating teacher
- University approval required - satisfactory observation
- Cooperating teacher approval required - willingness & satisfactory performance
- Post-graduation pipeline

## ❖ Nurses - Kelly Education

- Streamline providers and point of contact
- More competitive pricing - \$57/hour versus \$64/hour at GHR, \$58/hour at Bayada, & \$73/hour at CritiCare
- Expand possible pool of substitutes - vacancies vary tough to fill

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# Questions?

Thank you from the HR Team!

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Mrs. Missy Finsterbusch

Ms. Maria Mercer

