



October 15, 2021

To: School Committee
From: Joseph M. Sawyer, Ed.D., Superintendent of Schools
Barbara A. Malone, Executive Director of Human Resources
Patrick C. Collins, Assistant Superintendent for Finance and Operations

Re: Substitute Teacher Rate Recommendation

Shrewsbury Public Schools, like other school districts in the area, is facing a labor shortage for substitute teachers, which is occurring against a backdrop of unavoidable absenteeism due to the continuing effects of the Covid-19 pandemic.

In surveying district needs we have identified two key areas of concern:

- Ability to fill regular day-to-day substitute teaching needs
- Ability to meet a higher volume of day-to-day substitute teaching needs

We would like to propose the following rate adjustments to assist us in meeting these needs. The current rate of \$90 per day, while competitive for the area, is behind a key neighboring district (Westborough, which pays \$100 per day), and we believe that increased compensation for these positions will help attract more candidates. These positions are at-will employee positions with no benefits.

- Increase the day-to-day substitute rate from \$90 per day to \$100 per day. We are losing some potential substitutes to Westborough and when we last raised the rate in 2018 to \$90 per day we had a considerable increase in substitutes available for our staffing needs.
- Introduce a pay rate for individuals who are dedicated, full-week substitute teachers at \$140 per day, in exchange for their commitment to be available to substitute for our district every day of the week. We believe this higher rate and guaranteed work week will attract more candidates and provide reliable and known staffing to help solve our substitute staffing shortages across all schools. We anticipate that we will assign some of these individuals to work at each level (elementary, middle, or high school).

These new rates would be effective on November 1, 2021.

Thank you for your consideration. We are happy to answer any questions at your October 20 meeting.