



# Shrewsbury Public Schools

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Barbara A. Malone  
Director of Human Resources

To: Shrewsbury School Committee  
Re: Rates for Long Term Substitute Teachers  
Date: February 24, 2016

In Shrewsbury Public Schools we have two ways of staffing for teachers who are absent from school: day-to-day substitute teachers, who typically work from a half day up to ten days in the same or different assignments, and long-term substitute teachers, who typically work eleven or more days in the same assignment. Long-term substitute teachers are typically covering for maternity leaves or serious illnesses.

Day-to-day substitute teachers make \$75 per day and it has been the practice of the Shrewsbury School Committee that long-term substitute teachers are paid at a per diem rate calculated off of either the Bachelor's Step 1 or Master's Step 1 scale. Currently those per diem rates are \$243.83 and \$270.41.

I am proposing that rather than paying a fixed rate for long-term substitute teachers that the school committee votes to allow the administration to negotiate long-term substitute teacher daily rates of pay on an individual basis, based on market conditions, but not lower than the \$75 per day.

Potential savings could be around \$2,000 per typical six-week leave (where we have many more applicants than roles available), with the very rare instance where a rate might be set slightly higher than the B1 or M1 rate (where we may only have 1-2 qualified applicants for the role available).

Thank you for your consideration.

*Recommended motion: I move that the school committee votes to allow the administration to negotiate long-term substitute teacher daily rates of pay on an individual basis, based on market conditions, but not lower than the \$75 per day.*