

## (ATTACHMENT 2) REPORT WITH POSSIBLE ACTION REGARDING THE SUBSTITUTE TEACHER COMMITTEE

Milwaukee Public Schools (MPS) has conducted an expansive search of substitute teachers, their pay rates and benefit eligibility.

- **MPS pays daily subs \$160.56**
- **Long-term substitutes \$182.93** (starting on day 20 in the same assignment)
- **MPS also has a select number of substitutes that earn \$203.34.**

The highest paid subs are placed in hard-to-fill positions and are contacted by the Manager, Talent Management. MPS currently has approximately six substitutes in this category.

### Local Districts:

- Brown Deer
- Cedarburg
- Grafton
- Greendale
- Greenfield
- Kettle Moraine
- Maple Dale/Indian Hill
- Oconomowoc
- Racine
- South Milwaukee
- St. Francis
- Waukesha
- Wauwatosa
- West Allis
- West Bend
- Whitefish Bay
- Whitnall

### **Substitute Pay:**

- The districts have a range of \$100.00 - \$120.00 for the daily rate for substitute teachers.
- Long-term rates (15 – 20 consecutive days) for substitutes also vary, from \$120.00 to \$200.00.
- Many districts have a higher per diem for retired substitute teachers (Waukesha, Wauwatosa and West Bend).

### **Benefits:**

- Wauwatosa offers benefits to select subs, it is an alternative health plan with high deductibles.
- No other districts offer health, dental, vision and life insurance benefits.

**Nationwide, large districts.**

- Austin Independent School District
- Baltimore City Public Schools
- Charlotte-Mecklenberg Schools
- Cleveland School District
- Des Moines Public Schools
- Detroit Public Schools
- Fresno Unified School District
- Jefferson County Public Schools (Louisville, KY)
- Minneapolis School District
- New York City
- Pittsburgh School District
- School District of Philadelphia (has outsourced the entire process to Kelly Educational Services)

**Substitute Pay:**

- Some districts offer substitute positions to pre-bachelor's degree candidates (Austin and Baltimore) and the positions pay \$52.00 and \$75.00 per day respectively
- Pay rates for daily subs have a range of \$52.00 - \$150.00 per day.
- Long-term rates have a range of \$100.00 - \$224.00 per day
- Philadelphia pays the most, with a long-term rate of \$224.00 per day, but that rate goes ONLY to retired teachers from the Philadelphia School District. Philadelphia has outsourced the entire substitute process to Kelly Educational Services.
- *It is difficult to compare pay rates without having an understanding of the differences in the cost of living.*

**Benefits:**

- Detroit offers benefits only to the highest level of substitute. The sub must be assigned to a leave of absence by Human Resources, they are contracted annually. If they fail to complete the agreement, they go back to a daily sub and they relinquish benefits.
- Cleveland offers benefits to full-time subs (must work full-time, every day for 10-months). After completion of 10-months they are benefits eligible, but only while they continue to work full-time.
- Philadelphia offers substitutes and ADA compliant health care plan through Kelly Educational Services (Staffing Service).