



**MILWAUKEE
PUBLIC SCHOOLS**

Results from the Substitute Teaching Survey

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Introduction

In January 2018, a subcommittee on substitute teachers desired to learn what motivates individuals to be a substitute teacher. A survey was developed to receive feedback from current substitute teachers that had worked at least 8 hours since July 1, 2017.

Respondents were asked four questions:

- On average, how many days do you substitute teach per semester?
- What benefits would motivate you to substitute teach 32 to 40 hours per week? Or, if you already substitute teach 32 or more hours a week, what will keep you motivated to continue?
- What prevents you from substitute teaching 32 to 40 hours per week? Or, if you already substitute teach 32 or more hours a week, what would prevent you from continuing?
- MPS is reviewing the possibility of offering professional development to substitute teachers beginning next school year. From the list below, please select the topics that would be of interest to you.

Potential respondents were emailed a direct link to their work email account, and a reminder email was sent a week later to all non-respondents. A total of 542 people were eligible for the survey, and 125 survey responses were tallied (23.1% response rate). Results from the survey cannot be interpreted as representative of all substitute teachers, but instead reflect the opinions of the individuals who responded. Nevertheless, the results from the survey can be viewed as a source of opinion data.

A brief summary of the results follows.

On average, how many days do you substitute teach per semester?

Respondents were asked to self-report how many days they substitute taught each semester. Responses ranged from 0 to 100¹, with an average of 59 days and a median of 63 days. Ninety days was the most common response received.

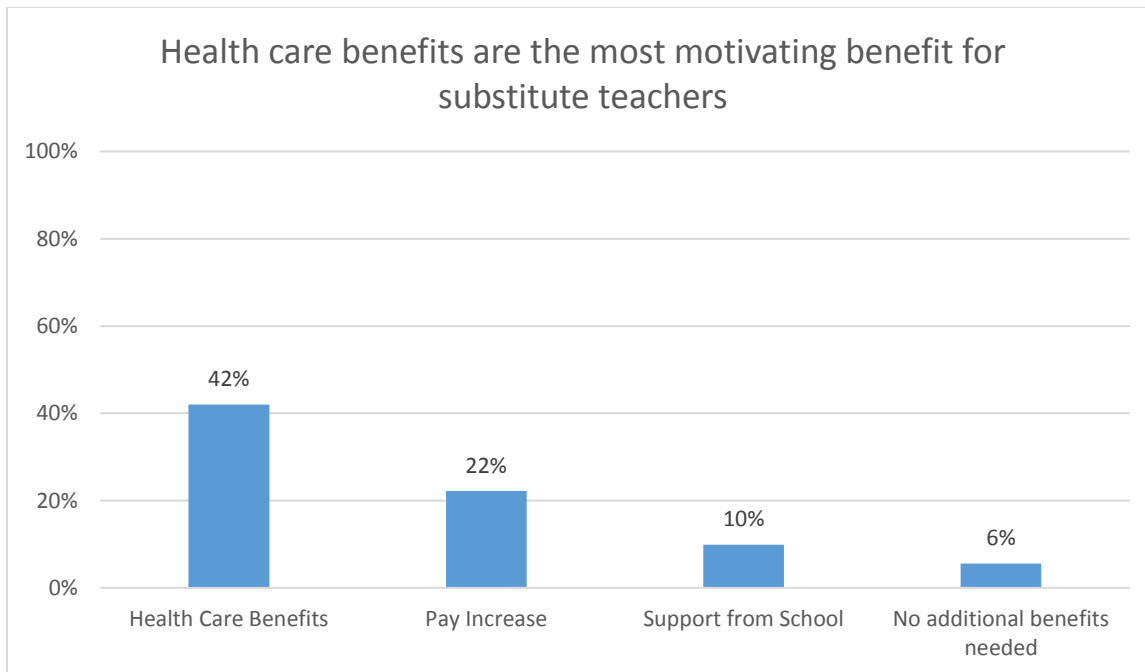
The Office of Human Resources also provided the actual number of hours worked from July 1, 2017 to January 12, 2018. During this timeframe, respondents to the survey actually worked a minimum of 16 hours (2 days) and a maximum of 802 hours (100.25 days). The average number of hours worked by respondents was 433 hours (just over 54 days).

¹ Outliers over 100 were removed from the analysis as it is impossible to work that many days in one semester. A total of 99 responses are included in this analysis.

What benefits would motivate you to substitute teach 32 to 40 hours per week? Or, if you already substitute teach 32 or more hours a week, what will keep you motivated to continue?

This question was designed as an open-ended text response in order to gather unbiased data from the respondents. Comments² were coded into common themes, and a total of 162³ comments were recorded.

The most common response received, 68 responses (42%), was that health care benefits (including paid sick time, health insurance, dental insurance, and vision insurance) would motivate substitute teachers to work more often. An increase in pay (36 responses, 22%) and receiving more support from the school/school administrators⁴ (16 responses, 10%) were also common themes. Other responses included vacation time (6 responses, 4%), remaining engaged with students (6 responses, 4%), and having more flexibility in scheduling grade levels, schools, or location (4 responses, 3%).



² Full comments are available in appendix 1.

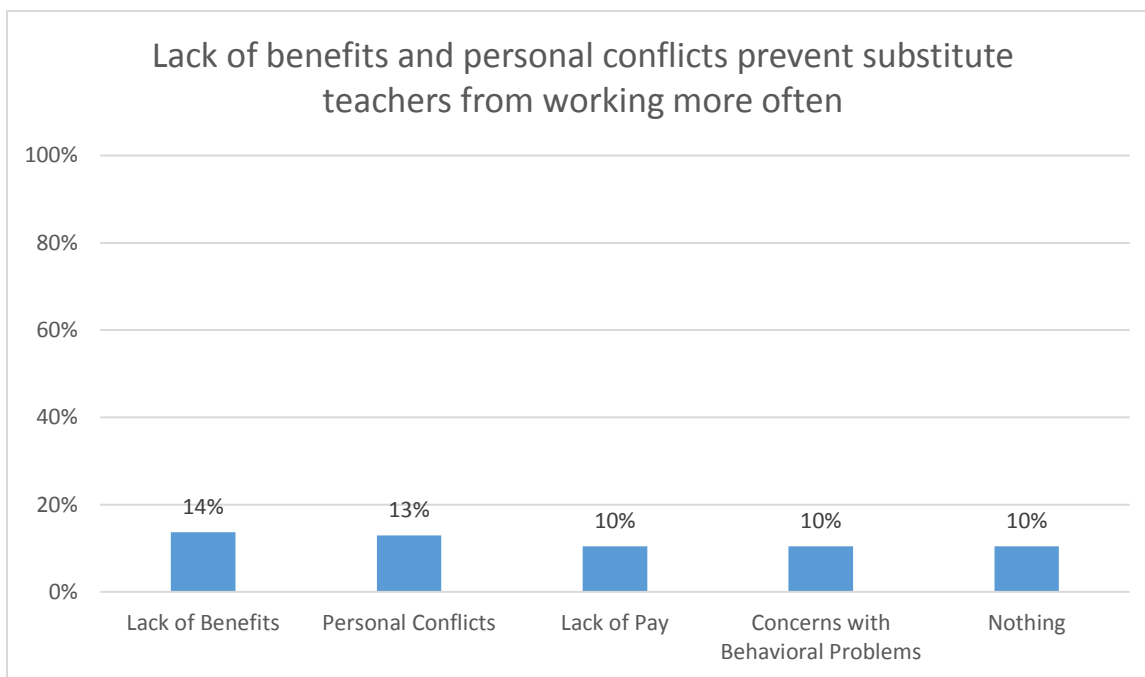
³ Multiple respondents submitted more than one motivating benefit. Each benefit listed was analyzed and coded as an individual response.

⁴ Responses included having appropriate supplies and lesson plans available; receiving support from principal and other teachers on-site.

What prevents you from substitute teaching 32 to 40 hours per week? Or, if you already substitute teach 32 or more hours a week, what would prevent you from continuing?

Like the previous question, this question was designed as an open-ended text response in order to gather unbiased data from the respondents. Comments⁵ were coded into common themes, and a total of 124 comments were recoded.

A lack of benefits, including health insurance and sick time, were the most common thing cited as preventing respondents from substitute teaching more often (17 responses, 14%). Personal scheduling conflicts⁶ (16 responses, 13%), concerns with behavioral problems at school sites (13 responses, 10%), and lack of pay (13 responses, 10%) were other common responses. Thirteen comments (10%) also stated that nothing prevented the substitute teachers from teaching more or that they were already teaching as much as they wanted.

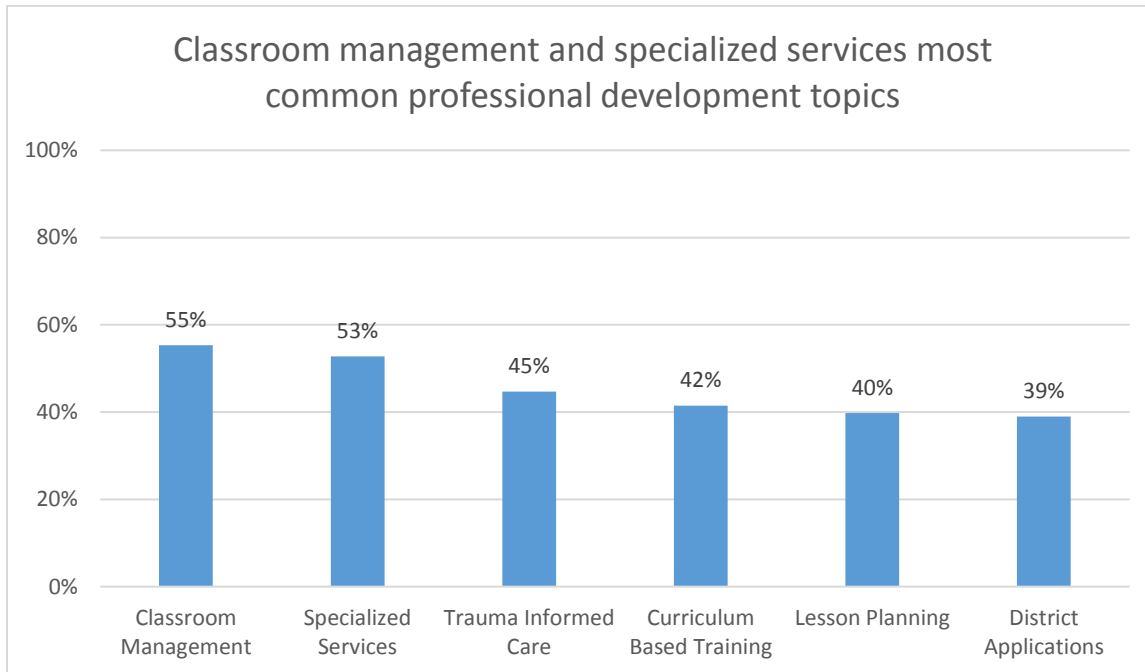


⁵ Full comments are available in appendix 2.

⁶ Responses included medical appointments, family responsibilities, and school/work conflicts.

MPS is reviewing the possibility of offering professional development to substitute teachers beginning next school year. From the list below, please select the topics that would be of interest to you.

Lastly, respondents were asked to select professional development options⁷ that they would be interested in receiving next school year. Classroom management (70 responses, 55%) and specialized services (65 responses, 53%) were the most frequently selected professional development topics⁸. Trauma informed care/restorative practices/violence prevention (56 responses, 45%), curriculum based training (52 responses, 42%), lesson planning (51 responses, 40%), and district applications (Infinite Campus, IFAS, etc.) (49 responses, 39%) were the next most commonly selected options.



⁷ The Office of Accountability and Efficiency received a list of over 300 professional development topics offered to teachers, which was condensed into ten options.

⁸ See appendix 3 for the complete list of topics.

Conclusion

A total of 125 substitute teachers responded to a brief survey that asked for their opinions related to motivating factors, barriers, and professional development topics around substitute teaching. There are a few key themes that emerged from this survey.

- Clearly, health care benefits, such as health/vision/dental insurance and paid time off, is wanted not only as a benefit by substitute teachers, but is also something that prevents substitute teachers from working more hours since it is not currently offered.
- Pay, as an increase, was also a motivating factor and something that hinders substitute teachers from working more as substitutes feel that the current pay structure is too low/not enough for the workload.
- Lastly, classroom management was the most common topic wanted for professional development, while concerns with student behavior was one of the most common things that prevented staff from substitute teaching more often.

Appendix 1: What benefits would motivate you to substitute teach 32 to 40 hours per week? Or, if you already substitute teach 32 or more hours a week, what will keep you motivated to continue?

- I completed part of a year as a sub in Spring of 2016 and in the fall of 2016 last school year I subbed for an entire school for a split (K4-K5) class. I am not really interested in working more than a few days per month.
- I would be happy to substitute more days a week if the schools were more on the southside instead of all on the northside of the city (I live in a southern suburb). Better behavior from students would also help but that's a totally different issue. Folks in schools to help with kids' behaviors – sending someone to the room when there is a call for help.
- First and foremost, I am a regular substitute teacher and I love to teach and work with kids. The benefit that will motivate me to work for 40 hours is the staff and administrators support. Giving me the necessary tools to work with.
- As a retired teacher, I don't get vision or dental insurance. If that would be an option along with a pay increment, I would be inclined to work more(health permitting).
- I'm collecting a pension which limits me to the number of hours I can work.
- That the following benefits close to the level given to other school staff be applied to substitutes working at least 32 hours per week: dental and health benefits life insurance options professional development
- Subbing for smaller classes would be great, but I know that is just a dream. Classroom helper would be great to assist with the average MPS class.
- The benefits that would motivate me to substitute teach full time would be the benefits that regular teachers receive such as health care, employee rewards or perks.
- I work as ASL instructor and I work 40 hours a week. I am currently working toward getting teaching certification to gain ASL teacher position rather than be a substitute teacher.
- Health and Vacation/Sick benefits would really help tremendously.
- insurance
- i am concerned about students who love to learn who may be denied the opportunity because of the absence of the regular teacher and for some who if unattended to may have bad behaviour or fight for idleness when not gainfully engaged.
- as a retiree with health insurance, vision and dental are lost at retirement. this could be offered to retirees that already have their health coverage.
- Having the necessary support from the administration in schools you go to substitute. Most students disrespect substitute teachers and administrators do not support their substitute teachers effectively. It can therefore be stressful atimes. On the basis of this it will be good if substitute teachers are given benefits including health benefit also especially when they are long-term substitutes.
- More money
- Health insurance benefits.
- Higher pay and health care coverage
- I cannot think of any (employer offered) benefits which would motivate me to work 32 to 40 hours per week.
- More benefits like dental insurance and or higher pay.

- Employee benefits would keep me motivated such as: health, holiday, personal days, life insurance policy, and access to 401K.
- Health Insurance including dental
- I'm fine with working 40 hours a week in my "permanent/day-to-day substitute position and need no other incentives to continuing to work in the school system.
- I am not interested in teaching 32-40 hours per week
- increase in pay
- More consistent way to ensure hours are entered; more support on-site.
- None
- Better Pay and some benefits
- I love working with a diverse culture of children.
- Like job.
- I would be motivated to work 32 hours a week if hourly pay was more and more schools were run with district wide behavior requirements.
- Adequate resources to successfully teach. This includes decent lesson plans (where possible), para teachers, books, pencils, paper, etc. Real and adequate back-up help for children with behavior challenges. MORE MONEY! Especially for long term assignments. Twenty extra dollars a day for long term is not enough and you have to work too many consecutive days to qualify.
- Health and dental care
- I prefer long term assignments but am very selective about which I commit to. I will not subject myself to unsafe work conditions. I enjoy working with children and collaborating with other adults in the buildings I work in. I don't mind doing lesson plans, and, in fact, would rather implement my own once I know the objectives in that particular position. I feel I am able to be a better teacher without having the constant documentation including IEPs, report cards, progress reports and PDPs. However, I do set up my own system of documenting student progress, which is necessary. I like the premium in pay that begins on the 21st day. I return to schools and classes that have a climate conducive to learning. I, personally do not need benefits, but MPS could increase their quality and quantity of subs if they provided benefits to them without reducing the pay for those who do not need them. As far as professional development, I would like to have it offered, but not mandatory for subs.
- I love substitute teaching so it's hard to say what benefits would motivate me. One of the benefits would be Aesop listing all positions rather than just the north side schools. Not sure why the Southside schools are never listed. Money isn't huge but it is always somewhat of an incentive. Perhaps extra for several days in a week.
- Dental insurance Higher wage
- A salary increase would always motivate me to get more time in, but as I understand the district does not have the money to do such.
- More support. A specific contact to go to in each school. Even if it is a different contact for each day. Just a name that you go to for questions etc..
- 1. Improvement in the compensation scheme such as daily rate and provision of medical allowance 2. Continued good relationship with the administration 3. Respect of other teachers
- This year I am long term subbing and have taught each day. In the future, I do not want to sub-full time, which is part of the reason I left the classroom to become a sub. Benefits to entice me

to teach full time include full medical, pension, paid time off and being able to bank and pass on sick days.

- I really think you should give us back some annual sick days. I really think you should give substitutes medical insurance. Do not out source our assignments to private agencies. improve vacancy pay so that it is more attractive. you already have a fleet of dedicated substitute teachers
- Healthcare Flex spending account
- health care cost of living increase day before day after holiday pay school support safety insurance 5 sick days a year
- I only substitute teach 3 days a week because I am also in graduate school and completing my clinical hours
- I am retired and can only work 110 days. I think that if you want good subs. more than \$12 (after taxes) is not enough money. No benefits are a problem for some subs. Lifting the 888 hours a year without touching the pension might help keep the retired teachers.
- Increase in pay, Health benefits, paid personal days
- Benefits, like health care.
- Health benefits, sick days and financial support toward certification/licensure would motivate me to work 32 plus hours weekly.
- A higher salary would definitely motivate me to keep substitute teaching. Another good idea other than that would be a substitute teacher appreciation day. The hardships we face every single day from behavior to change of school schedule are deserving of it. Health and medical benefits would be much motivation too.
- 25.00 raise per day, vacation days, sick days, health insurance
- Dental insurance would help as I am a retired MPS teacher who fortunately still has health insurance but does not have sufficient dental care coverage. I pay out of pocket for a dental plan that covers only minimum service. Since my retirement, and since Cobra Dental plan ended (I was paying around \$100/month to MPS to remain on COBRA), I have spent almost \$10,000 on dental care. Granted, I have had some major dental work done, but it would be wonderful to have better dental insurance. I would also appreciate better school discipline as some classrooms require skills and interventions that require more than can be expected or given from of person. Overall, however, I am mostly motivated to substitute teach because I love teaching, and I love being in the classroom. I still feel very capable and skilled at my craft, and wish to continue serving our students and community.
- More pay and health care
- I love working with special education kids so that's what motivates me to substitute teach.
- Health benefits and a pay raise to 30\$ an hour. I have another contractor job that pays me 35\$/hr.
- I have thoroughly enjoyed the challenges of substitute teaching for the past 22 years. What will keep me motivated is the return of the kind of health insurance that I'd had in the past.
- much higher salary and being assigned to a few areas that I choose
- To keep to my Previous experience of teaching profession.Motivates me more to teach new methodology and to help the challenged students.
- I think that the pay could be increased. Since I am a retired MPS teacher, I do have health benefits.

- I am a retired MPS teacher and I don't want to work full time. I enjoy subbing and working with the kids
- 35 hrs
- Working in any mps school
- I think health Insurance would be the main motivation for me to sub more. I would also like to become a better substitute teacher, possibly with more training, or some kind of mentoring program.
- Health insurance, including dental and vision coverage.
- Conducive class environment in terms of good students behavior. Good and detailed lesson plan
- Sick days, health insurance, better pension plan. Long term paid adequately. and a RAISE. Mostly a decent raise. 10 cents every 5 years is shameful.
- I have the flexibility to work the days I want.
- A raise for certified teachers who sub plus sick days & insurance.
- Health benefits
- I would like to receive a health care benefit package. As a substitute teacher we already don't receive sick day pay or holiday pay. So I would assume that this would be the least one can do to actually show support and appreciation when it comes to Substitute Teachers.
- Paid holiday time, absence for sick time or emergency day off.
- Pay increase of at least \$5 per hour, health insurance.
- I would be motivated by having an increase in pay. As well as having full benefits as do regular teachers.
- Teach more than 32 hours per week. Benefits include health insurance, pay vacation, and sick pay
- Good working conditions - support from each school - Administration, security, dept. heads, etc.
- Higher pay and REASONABLE for long term positions. Long term positions are difficult and highly stressful, but it still doesn't pay a teacher's salary. It should pay not only a teacher's salary but also in accordance with years of experience.
- Health and Dental Payed time off Vision
- health care, increased pay
- None
- Getting BACK my HEALTH INSURANCE, DENTAL INSURANCE & SICK DAYS, along with getting BACK the better Vacancy Pay rates I USED to receive would certainly be motivating!!! Nine years ago, filling a vacancy would pay me almost TRIPLE per day compared to what the going rate is today. On top of all that, I would like to see Substitutes ONCE AGAIN receiving Class Coverage pay for covering classes. We USED to get the same pay as teachers, currently \$26.33 per hour. After our last contract, we were often reduced to doing the SAME coverage for FREE! Yes, there are schools who have tried and have been successful in getting us to do the same work now for FREE!!! (and I can name them). Teachers still get their \$26.33 per hour, but not us. As you can see, there is a LOT of work to do to RESTORING FAIR & EQUAL TREATMENT FOR MPS Substitute Teachers who are willing to put in the time. Thank You !
- Going to schools that support you in teaching like lesson plans, admin support, parent support and more pay for full time substitutes

- Health, dental and PTO.
- A Health Reimbursement Account to help pay for health insurance, dental insurance and vision costs would be highly motivating to me.
- Health benefits
- I would only work more hours if I would work with the same class over an extended period of time, not hopping from one school to another, maternity leave or paternity leave or sick leave fill ins at the school I retired from
- Having the same benefits (Health/Dental/Life Ins and sick time) as the contracted teachers.
- Health Insurance, Health Insurance, More Pay, Matching on Retirement, Leaving 10-15 after the kids leave at the same pay per day, in that order
- I have my medical benefits through my retirement, but other subs would teach more if they could also get medical benefits.
- I used to teach full time but when we lost our insurance there seemed no point in remaining so loyal. If we had insurance, I would reconsider my commitment. Insurance with dental and vision.
- I would say a pay increase with benefits for sure. Also, I have spoken to subs who prefer certain grade levels. Some have a niche with older kids, while others have it with the younger children. I think it would be nice to be assigned to certain grade levels you're interested in, and then stay in those grades and rotate within those grades to include hard to fill schools.
- Health Insurance,
- What will keep me motivated is compensation that was similar to vacancy pay in the past. Medical Benefits and paid sick days would be a plus.
- \$25-\$30 hour, health care benefits, retirement.
- The need of my lively hood depends on the hours I work as a substitute teacher. I have a desire to learn more strategies so that I may continue on with my teaching license.
- If I had benefits. Benefits such as health insurance, paid time off and sick time.
- Consistency with consequences. Follow through with behavior consequences. Enforcement of rules.
- Mostly pay and environment of opportunities to teach. It's easier to get yourself to sign up for opportunities where it's easier to teach.
- I enjoy teaching children. I love new ideas, and enjoy using these new ideas with classes. I understand children have different ways of learning and these ideas often provide me with more variety.
- receiving some form of personal benefits, and having a consistent schedule.
- Benefits and support from administration.
- Dental Insurance
- Enjoying teaching students, flexible schedule, changing locations.
- higher wages and health benefits ----- basically what any healthy, inspired worker in America is compelled by.
- Money
- health benefits and sick time
- pay increase; health care
- I currently work full time at a middle school. What would keep me motivated to continue is to receive comparable benefits to contracted teachers. Specifically, increased pay rate, pay when

there is no student attendance, and be able to accumulate PTO to use for sick, vacation, or mental health days. To not be looked at as beneath a contracted teacher, because like them, I have a degree.

- Receiving support and health benefits.
- already substitute 32 to 40 hours which motivates me
- health insurance and paid vacations
- My love for children is what motivates me to continue to substitute. I love to engage with the children. After while the children will grow on you so it's the continuous love I have for them.
- Pay increase PTO and health benefits and more professional development
- Reissue benefits and offer teacher salary those in long-term positions.
- give us sick time
- INCREASED employee benefits/additional paras and EAs: more CITY YEAR type programs in all MPS schools!!!
- I already work full time but the fact that we don't have health insurance is the biggest reason that I feel this can not be a career for me. Higher pay would motivate me to stay.
- The support from staff "BENEFITS" from MPS as I am probably one of the most DEDICATED substitute teachers. I am on my assignment and I never miss work due to my love and concern for the children of Milwaukee.
- What benefits me to teach 32 to 40 hours a week, Health Insurance because we actually do the same thing a teacher does except we hold a degree in another field. I love working with my high schools students especially the girl because I feel like, I can reach them to do their best
- Healthcare benefits, increased pay depending on duration of employment and license obtainment and professional development.
- I am product of MPS and a parent of a child of an MPS student, I believe in the educational product that MPS provides in terms of education. I believe in the initiatives that the Superintendent is moving forward with terms of educational equity. MPS Proud. The ability to work with dedicated professionals is very motivating and making a difference in the lives of the students in the city of Milwaukee.
- Health care benefits
- Having enough time to be able to actively engage with my students is what keeps me motivated to continue working 32 - 40 hours per week.
- having a love for teaching kids and getting them headed in the right directions
- health insurance, and school support

Appendix 2: What prevents you from substitute teaching 32 to 40 hours per week? Or, if you already substitute teach 32 or more hours a week, what would prevent you from continuing?

- I retired from MPS as a second grade teacher in 2015. Not interested in getting back into that much frequency on a full time basis. The amount of work and time required can be very great when you don't have some prep time because you don't always know what you are walking into. It's also hard when you are left sometimes with no lesson plans.
- What prevents me from doing this more hours is lack of positions available – and I do have other commitments and so can't always do 4-5 days per week.
- The only thing that will prevent from substituting for 32 to 40 hours per week is sickness or death in the family.
- Asoep's inaccurate postings of grade levels. If the teacher doesn't leave a description in the notes, I prefer not to work. The lack of support at various schools when it comes to discipline is also a deterrent. Since hardly any students get written up or have consequences for their negative actions, I choose not to go to certain schools. Many principals do not value the work we do. Those are also schools I will not go to.
- I'm collecting a pension which limits me to the number of hours I can work.
- 1. outsourcing of substitute teachers 2. elimination of a bachelor's degree requirement
- Since taking retirement, family issues have taken a priority in my life. With older family members requiring help and younger members requiring "babysitting services", it is sometimes very difficult to say "no".
- The level of respect is low for Substitute Teachers in many of MPS schools. Often times I am referred to as "just a Substitute" (versus being acknowledged as in fact a "Teacher" or professional); in those type of school culture /environments, the subculture of the school tacitly allows the Para or Teacher's Assistant to lead, direct, and control the teaching and learning environment; Every thing then seems to become a dog and pony show.
- I have limited substitute teaching license for three years and during that time period, I must attain a teaching certification or I won't be able to continue as an ASL instructor.
- If I were offered a similar job that offered benefits.
- poor conditions
- illness or disrespect
- the problems and mistakes on aesop prevent me from taking assignments according to my certifications and skill set:1. ONLY preschool/Kdg 2. Bilingual Spanish 3. Montessori (3-5yrs only) Most all teacher labels are wrong or too vague. Teachers rarely put clarifying notes. Aesop won't be changed till 2019 so why not fix it ?? also is the replacement for aesop in the budget for 2019 ??? And why aren't you consulting us in fixing what's wrong with aesop so the same isn't replicated????? I would suggest that you won't get an increase in how many postings are taken each day until you fix aesop. I'm tired of my tax \$\$\$ going to a broken product.
- Right now I don't know what will prevent me from coming. However it will be okay if substitute teachers are treated in a better way by all concerned.
- Laziness
- The travel distance to some schools.
- Social Security limits

- I am retired. I want to substitute for MPS part time.
- Medical appointments.
- Lack of employee benefits could have me consider future options.
- I am motivated by my concern for the students and appreciation for those who whom I work closely. I often feel that the MPS Administration is disrespectful toward myself and other substitute teachers. (For example, by not offering us health insurance) It is feeling disrespected that is the main reason I think of leaving MPS.
- Nothing at present.
- I babysit for my grandchild two days per week, and also when emergencies arise..
- none
- Not Supported when there are complaints; other responsibilities; unclear expectations
- Retired and don't want to work full time
- I work 32-40 hours a week. What would prevent me from continuing is the crazy behaviors from some students at some schools; especially on the middle school level
- n/a
- Pension restrictions.
- Children will always act out when there is a sub but when schools have no district wide behavior requirements and active discipline policies, subbing daily becomes very difficult.
- I am restricted since I am a mps retiree.
- Adequate help for children with behavior challenges. Decent lesson plans from regular teacher. The behavior challenges are overwhelming when there are already too many students in the classroom.
- A job offering guaranteed hours and benefits (e.g. health and dental care, PTO.)
- When I am not in a long term assignment, I look for day to day assignments that indicate which grade level, whether it is special ed, bilingual, etc. The notes In Aesop are very helpful. At times I call the school to verify the assignment, and have found many discrepancies from what is posted. I usually do not take last minute assignments, because it is likely that there will not be organized lesson plans. Overall, the loss of SAGE funding, with larger class sizes, is a major signal to me that my days of substitute teaching will decrease and soon end.
- Sometimes I have other commitments so can't SUB every day. I would be more likely to do more days if I was receiving Southside schools on Aesop.
- Salary Lack of dental insurance
- I already substitute mostly four days per week. I am sometimes hesitant because there are some terrible children in a lot of the schools. It starts and home and you can not hold the school system totally responsible for this. It is a difficult decision to go into schools when you already know the children are disrespectful and there is no recourse for their behavior towards you or other students.
- Things in my personal life.
- 1.The attitude of the administration 2. The attitude of the departmental head 3. The relationship with other teachers
- I enjoy having the flexibility in my life and not having to work full time. I do not like the "take home" nights and weekend work that comes with a full time, long term position (especially in my current no benefits situation).

- nothing, I enjoy my work.
- Schools that have poor leaders and lack consistence does not make for the best day. At times when those schools are the only ones available I will not take a assignment.
- all of the above - everything we lost under Superintendent Thorton
- My clinical hours
- see above
- Behavior problems in most schools (no defined punishment/detention plan for most students).
- Exhaustion from rude behaviors.
- Flexibility is necessary for me at this time.
- A pay cut would stop me from continuing.
- The behavioral problems incurred at most schools , the disrespect of the students. The limited resources of some schools vs. the full resources of Southside schools.
- Presently, I am helping to care for my 96-year-old mother, who lives three blocks away from me at my sister's house, and who has multiple health concerns. I serve as her sometimes-all-day care-giver, and at times, cover during over-lap periods. She took a fall in late November, and since then, I have not been able to work as much as I'd like. I would otherwise choose to substitute daily.
- health care
- Not having benefits like we use to before Scott Walker became governor has me rethinking being a substitute teacher
- Pay and no benefits
- The only thing that would prevent me from continuing to substitute teach is if health care will never return.
- I'm a retired teacher, it is difficult to walk into unprepared classes and wild situations
- Except some days if i am ill. But i am ready to teach.
- I am primary caregiver for my mother. She requires less care than previously, but I still have to drive her to her doctor appointments.
- I like working at certain schools and like the children I have a rapport with many of the students
- I am currently working 35 hrs a week.
- Nothing
- I have the time to work more, however often the jobs being offered are high stress positions where the pay/benefit isn't enough for the workload.
- Social Security regulations have prevented me from working more hours. When that ends, I would consider working more.
- Harsh class environment in terms of average students behavior that needs a lot to be improved upon.
- The summer is hard and the pay is not enough to save for it. It is one of the main reasons I look for other jobs.
- I usually do. No back up for discipline problems or help from paras
- I love my job, I would like to get teaching license.
- Honestly, I have been in multiple long term assignments. I come to work everyday but I am also burnt out. This year has been by far the hardest year for me. I am stressed out and would quit very if I don't start seeing these benefits occurring.

- Lack of benefits for holiday pay.
- Insufficient pay, no health insurance.
- The lack of available sub vacancies on any given day. Not feeling supported. I feel that subs are undermined and disrespected by staff at MPS as well as students.
- Behavioral problem, Lack of motivation, Disrespectful from students and also from staff member, some teachers don't plan for the students to mention just a few.
- I work full time- 5 days a week/ could use some sick days-paid
- i already sub everyday, day-to-day.
- Not having health, dental, and vision. Not having payed days off.
- lack of respect from principals, healthcare
- I have very young children - I like that I can set my own schedule around their needs and around maternity leave.
- I work full time, all the time.
- The non support from the schools and the pay
- Not getting property compensated for the work that I do while working full time.,
- Dissatisfaction at work sites.
- Health benfits
- I don't like to substitute full time, because of all the paper work - statistics, constant testing and less time to teach students academics, social skills and giving them the support they need. There are too many meetings for staff that are about things teachers were taught in college or should be taught before they enter a classroom. Many of these meetings talk about things that should be common sense and part of a teacher's repertoire if they strive to be a good teacher.
- Accepting another position with full benefits.
- I find a job with health insurance that fits me.
- I like to take kindergarten classes mostly. I am more comfortable with that grade level because I taught it for so many years.
- Well the quality of the classrooms have shifted since the attack on ublic education began 8 yrs ago. Sometimes there is a feeling close to PTSD after a rough day. I don't think oeople value what we bring. I am really in favor of schools having an in housesub as faculty support. It strengthens relationships, trust, and is a much better arrangement for all involved.
- I have a masters degree, I plan on switching to another position.
- There is little financial incentive to take more time. It is difficult to change schools and grade levels on a day to day basis.
- Nothing, I love my job , I look forward to interaction with students every day, even the ones with behavior problems.
- low pay considering the risks and commitment, no long term benefits or health care, being moved or reassigned without notice.
- A death in the family, an accident among the family, and an illness.
- If I found a better paying job that offered benefits.
- No support with behavior modification, inconsistency with consequences. Not following through with behavior consequences. Lack of enforcement of rules. Contradicting rules and regulations policy. For example, zero tolerance for fighting and no cell phone policy.

- Job search in my field, if I had more opportunities there, I would take them as opposed to teaching.
- I am unable to teach some days due to my need to see doctors and occasionally my son/family needs me at home. I usually work a 40 hour week.
- what would prevent me from subbing 32 or more hours, is consent change in schedule and responsibilities.
- Lack of benefits and/or support from administration when students display complete disregard for authority.
- Other better paying work
- I keep sub teaching 30-40 h per week.
- More petty and punitive new rules, like taking away extra pay for working prep hours and eliminating sick pay.
- If I did not have any hours
- the lack of support that I receive from some schools
- only health reasons would prevent me from continuing
- I currently work full time at a middle school. There is a lot of serious behavior issues. This causes most of the day to be taken up by just trying to manage the behaviors. So it's difficult to teach lessons. I come in before a teachers official work day begin, and often leave hours after school is over. A lot of my time is taken away from my family during the week and weekend to prepare for class. I spend many hours creating lesson plans, attending staff/PD meetings, grading papers, and entering grades for report cards. There is a lot of at times overwhelming mental stress at times and no answers/meaningful solutions, or genuine concern for the teachers. I am very under paid. All of the above is what would prevent me from continuing.
- Not having enough support in the room from administrators
- continued no health insurance and no paid vacations
- I have a lot of patience for children so there is nothing that will prevent me from substituting.
- Its the behavior of the students and with the flu epidemic kids are becoming sicker and I am not able to get seen by a doctor if I become sick.
- Until recently, I have always worked in long-term positions. Last year, I decided that I will no longer take these positions for it unfair to perform the duties of a teacher and not be fairly compensated for it..
- when you get to a school and they change your assignments
- Subs need regular raises per semester and academic years of service!!
- I already work full time, but the lack of health insurance is a huge factor is making me think I should leave MPS. The pay is not what a professional should make, either. We are treated so poorly as well. I walk into a school and the head secretary is mad that so many people called in sick, and they take it out on me. I didn't cause teachers to call in sick! But still the secretary is mad at me and rude. Very rarely am I welcomed into a school. Most of the time the attitude is "oh you're a sub - well, sit over there until I'm ready to talk to you." No smile, no welcome. Sometimes I can't even use the staff bathroom because there is not enough keys, and Central Office gets mad when more keys are requested, according to several principals. If a teacher forgets to leave their keys, then I can't use the staff bathroom, and I'm not going to use a student bathroom, so I'm uncomfortable all day. Why can't schools have a set of staff bathroom keys for subs? Just bathroom keys, not master keys. Also, school administrators lie about the

nature of job postings on AESOP. Many times the posting is wrong - it does not list the proper grade and position. Schools do this intentionally to get subs into grades and positions that are hard to fill. Why do they have to lie to us? Behavior of the students is another huge issue. Subs are always blamed if a classroom is out of control - but why shouldn't we expect our students to behave even if there is a substitute? The lack of respect will cause me to eventually leave this position - no insurance, getting blamed for problems that I didn't cause, and being lied to are all reasons I can't see myself with MPS long-term. The kids suffer when you have a workforce that feels that way.

- Absolutely Nothing.....
- Health Benefits , Sick days and vacations days that's not offered to us. Prior to 2012 we had everything teachers had, but Dr. Thorton took that away once he became Superintendent .
- NA
- I work long term 40 hours for at the same school for the year. I need and would like benefits and to be considered a full time employee and eligible for the other amenities that full time employees enjoy.
- Need to give substitutes, all substitutes, health care benefits. This was taken away from substitutes,which was not good. A raise in hourly pay would be good, but major benefit would be health care paid by MPS, like it used to be.
- There is nothing that prevents me from substitute teaching 32-40 hours per week.
- administration
- the lack of school support

Appendix 3: MPS is reviewing the possibility of offering professional development to substitute teachers beginning next school year. From the list below, please select the topics that would be of interest to you.

