

## Hawbaker, Lisa

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**From:** JASON THOMPSON <jason\_thompson@msvl.k12.wa.us>  
**Sent:** Friday, November 13, 2015 6:26 AM  
**To:** Office State Actuary, WA  
**Subject:** Substitute Teacher Shortage

Despite raising our rates and paying over \$180 per day, we are experiencing shortages of substitute teachers here in the Marysville School District. There are over 1,700 TRS retirees statewide who have retired using the 2008 early retirement factors. While that pool may not be large enough to solve the substitute shortage problem, it is one way we could lessen the burden on our schools and students. Making a change in state policy could immediately make over 1,790 experienced educators available to serve as substitute teachers in our schools. That change would benefit students. Thank you for your consideration in regards to this issue.

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Jason Thompson  
Executive Director, Human Resources  
Marysville School District  
360-965-0070 FAX 360-965-0079

NOTE: Public documents and records are available to the public as provided under the Washington State Public Records Act (RCW 42.56). This E-mail may be considered subject to the Public Records Act and may be disclosed to a third-party requester.