

February 18, 2016

Kathy L. Gage
806 East Capitol Avenue
Ellensburg, WA 98926

Select Committee on Pension Policy
PO Box 40914
Olympia, WA 98504-0914

Re: Washington State Substitute Shortage

To Whom It May Concern:

I sent the attached letter out last March concerning the shortage of substitute teachers in Washington State. I understand House Bill # 6455 has a section on Returning Teachers where it increases the hours of substitutes in Plans 2 & 3. I feel this is great, however I feel the committee neglected to include & increase the hours of Plan 1 to help correct the shortage of substitutes in Washington. I think this is prejudicial against people in Plan 1. When former retired teachers are qualified and are willing to sub more hours they should be allowed to do so. In some districts they are hiring substitutes that DD NOT have educational degrees, which is a travesty to our educational system. Having a degree does NOT qualify one to substitute teach and work with students effectively.

Until the substitute shortage is corrected people that are retired and are willing to substitute should not be limited on their hours that they work. Plan 1 people need to be included in the fix for substitutes In a Bill that would increase their hours to help the shortage.

Sincerely



Kathy L. Gage
(509)306 0084

RECEIVED

MAR 17 2016

Office of the State Actuary

March 13, 2015

Kathy L. Gage
806 East Capitol Avenue
Ellensburg, WA 98926

Select Committee on Pension Policy
PO Box 40914
Olympia, WA 98504-0914

Re: Washington State Substitute Shortage

To Whom It May Concern:

My name is Kathy L. Gage. I was a public school teacher for 41 years before I retired in 2011. I have been a substitute teacher since that time. ; I enjoy substituting & feel I am very capable & do a good job at whatever subject or level where I'm subbing. My name is on the list at five different school districts in proximity to my residence. I am pretty much called every day by one or more of the districts to come & sub. I have talked with many other retired educators that sub & know Washington State is hurting in the schools to have qualified substitute teachers. I understand some districts have gone so far as to hire substitutes that do not have the correct educational credentials. Another factor regarding the cap of 867 hours that is unfair & outdated concerns if a substitute teacher coaches or is involved in extracurricular activities those hours count on the 867, This too hurts in getting qualified individuals to work at these jobs.

I do not know how 867 hours was calculated for the substitutes to work, but do think it needs to be reviewed and changed to help accommodate the schools as well as give the qualified substitutes more of a chance to work. One is not going to get rich being a substitute, but I feel should be able to work as much as that person is able and wants to. There is a definite shortage in the public schools for qualified people in the classroom regardless of how many hours they have worked. After 65 social security doesn't put a cap on what you can earn so why should the Washington State Retirement System? Perhaps the 867 hours was put into effect when there was an abundance of qualified teachers without jobs. This is not the case now or what looks like the future.

I am suggesting a bill needs be brought before the legislatures (both the House & Senate) that nullifies the 867 hour cap and lets substitutes work without hour restrictions. This would be a win, win situation all around. It would definitely benefit the schools in the state that are begging for qualified substitutes.

I am sending this letter to all members of the Select Committee on Pension Policy as well as the Superintendent of Public instruction, Mr. Randy Dorn. I am also sending a copy to the address for the Select "Committee on Pension Policy". I see you meet May19, June16, & July21 this year & hope that action can be taken immediately to correct this policy as it is outdated and needs to be to need to meet our public school needs in this new era of education. If you have any questions or would like to talk to me or have me come to a meeting I would be most happy to do so. I appreciate your time; I do not take this lightly & have been going to bring this to your attention for some time. I have turned down numerous substitute job offers from various school districts as I do not want to go over my 867 hours. I am not alone concerning this as many of my retired friends that sub have had to turn down jobs also due to this law. Eliminating this 867 cap of hours would definitely ease the substitute shortage in our state.

Sincerely,



Kathy L. Gage