

From: [Allen, Linda](#)
To: [Office State Actuary, WA](#)
Subject: substitute teacher shortage
Date: Wednesday, October 15, 2014 5:14:05 PM

Hello,

It has been brought to my attention that it would be good to share with you the difficulties we are having in our district finding enough substitute teachers to cover classrooms. We are currently looking at our substitute teacher pay and considering increasing the amount to attract more subs to our district, although our current rate is not the lowest amount in our area. Already on two occasions, a Thursday and a Friday in October, we were short 20+ certificated substitute teachers in our classrooms. We currently do not plan professional development on Fridays, or it is very limited, as these days tend to have the highest absenteeism rates.

When not enough subs are available, principals and secretaries work feverishly to figure out how to cover classes. Sometimes teachers scheduled to be at workshops/conferences/professional development opportunities that relate to their jobs have written lesson plans for the day and are called back to their school. Often times the buildings are left to rotate teachers, during their prep periods, in and out of the classrooms that are lacking subs. This leaves a different teacher for each period. Administrators often cover a class as well. As you might imagine, none of this is the best situation for students.

If there is any way that retired teachers could be allowed do more substitute teaching, it would be very helpful to districts and more than anything much better for our students. Thank you for your consideration of this problem.

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