

From: [Superintendent](#)
To: [EPS.Maillist](#)
Subject: Certificated substitute pay rates
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Attachments: [image002.png](#)

I don't usually write you twice in a week, but I've some news to share that I think is important enough to release before the holidays.

This morning our school board approved an increase in certificated substitute pay rates, which will take effect January 1, 2017.

In this district we place a high value on professional development to support continuous growth and effective instruction. Substitutes play an essential part in supporting these efforts; however, a chronic substitute shortage, a common problem experienced statewide, has affected our ability to attract and retain quality substitutes. Over the last several years, district and Everett Education Association leadership have worked closely on researching causes and examining various options to increase the substitute pool. Eventually, the data brought us to agreement on the need to increase substitute teacher pay rates in order to be competitive with rates in our area. In addition to this rate increase, we have identified other strategies that we believe will further encourage quality certificated substitutes to make Everett Public Schools their district of choice.

In accordance with the provisions of the [collective bargaining agreement](#) between the district and Everett Education Association, as [amended by this agreement](#), part-time substitutes will be paid \$165.00 per full day or \$82.50 per half day for the first thirty (30) cumulative dates worked each school year. Effective the thirty-first cumulative date worked each school year, the rate will increase to \$175.00 per full day or \$87.50 per half day. A retiree substitute will be paid \$175.00 per full day or \$87.50 per half day for service as a part-time substitute beginning with the first day of substitute work. Effective the thirty-first (31) cumulative date worked each school year, the rate will increase to \$185.00 per full day or \$92.50 per half day. There are other compensation provisions for substitutes, and I encourage you to read the actual language of the agreement for those details.

The increased cost for this rate adjustment for the rest of 2016-17 is projected to be \$389,000, and for all of next year it's \$649,000. We believe this investment, along with consistent support for our substitutes, will significantly improve our district's ability to attract and maintain a quality substitute pool. Thanks to all of the association and district staff who helped to address the challenge of unfilled vacancies in our classrooms.

Very best wishes for the holidays,



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