



Human Resources Report Board of Trustees Meeting February 28, 2023

Substitute Teacher Report

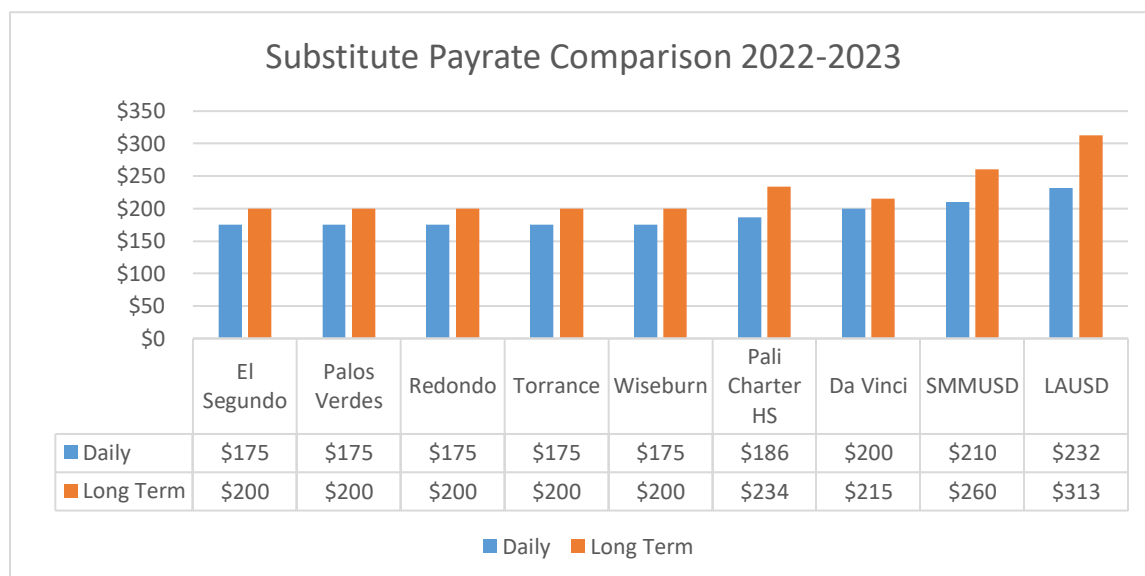
“As California school districts face a substitute shortage so severe that some officials fear temporary school closures, some district staff are playing musical chairs to fill positions.” Ed Source 9/30/2021

“California school districts have struggled to find enough substitute teachers to take over classrooms for absent teachers since the Covid-19 pandemic closed school campuses. Since then many substitute teachers, who are only paid for the days they work, quit or found jobs elsewhere.” Ed Source 1/17/23

Like other California schools, Pali High has faced challenges staffing classrooms with qualified substitutes when teachers have been absent this year. The location of our campus poses a challenge to attracting substitutes due to the cost of housing in the area. The Human Resources Department has taken the following steps to fill vacancies when they occur:

- Substitute Teacher positions have been posted on Ed Join and substitutes have been consistently hired throughout the school year.
- Contracts have been maintained with private agencies (Teachers on Reserve and Cross Country) to provide additional coverage.
- Pali teachers have been asked to cover vacancies during their conference periods for the contractual \$50 compensation.

One area that may be considered is the substitute payrate.



Another area that could be considered is attention to faculty absences. Due to many different circumstances, 24 PCHS teachers have met or exceeded their 10-day leave allotment as of February 24, 2023. We have also seen a consistent pattern of excessive absences on Fridays and on days preceding school holidays.

