



ST. MICHAEL - ALBERTVILLE SCHOOLS

EXCELLENCE IS OUR TRADITION

To: STMA School Board
From: Douglas Birk, Director of Administrative Services
Date: October 16, 2023
Re: Expansion of Building Assigned Float Substitute Teachers

Action requests

1. Expand the existing float substitute teacher roster from 10 to 20 float substitute teachers for the remainder of the 2023-24 school year; and
2. Authorize the use of up to 2.0 FTE as permanent "float" staff for special education transportation paraprofessionals as needed and within budgeted costs for the fiscal year.

Outlook

Throughout the metro and at STMA, school districts are continuing to struggle to identify licensed short-call substitute teachers to cover daily absences and short-term leaves of certified staff.

Entering into the school year, HR engaged in an outreach plan to identify substitute teachers. Identifying staff to cover absences remains a high daily priority for operations. Within the last two weeks, we have filled 9 out of the 10 previously authorized 23-24 float substitute positions.

HR has also proactively reached out to our support staff in an effort to capitalize on a new statewide pilot that will allow any support staff with one year of service to qualify for a short-call license. Later this school year, STMA will also roll out training modules for our substitute staff to increase comfort and accessibility to different members of our community interested in these roles.

STMA has had some success using the permanent short-call substitute teacher model allowing us to pay more and secure a commitment for substitute teachers to reliably appear at a building on each student contact day. In exchange, the substitute staff member has the security of knowing that they can rely on a certain amount of income during this period.

At this time of year (mid-October), certified staff absence rates gradually increase. Authorization of this expansion has modest cost impacts and gives HR additional tools to bring in temporary staff.

EXPANSION OF CERTIFIED STAFF DAILY FLOAT SUBSTITUTE PROGRAM FOR 23-24

Administration is asking for approval to hire up to 10 more daily float substitutes (assigned to specific buildings and/or grade levels) for 23-24. This would bring the total authorization to 20. Float subs may not work in a float sub capacity more than 89 total work days per school year.

Authorization for this program would expire at the end of the 23-24 school year.



Special Education Transportation Paraprofessionals

In addition to the request above, administration is recommending the authorization of up to 2.0 FTE for special education transportation paraprofessionals to backfill the need to cover absent staff for the 23-24 year. This flexibility will give administration an additional tool in identifying staff that can cover expected absences. This issue has a high impact on students.

Notice of Changes in Law

There are significant changes in the state laws that govern the Public Employees Labor Relations Act (PELRA) including the possible inclusion of temporary substitute teachers on the Master Contract. The parties are currently addressing that issue in collective bargaining.

Special Education Transportation Paraprofessionals

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Estimated Cost Impacts

These changes would marginally increase substitute budgeting costs and impact the operating budget by \$5,000 to \$20,000 for 23-24, this is an estimate. It is important to remember that the district already incorporates substitute costs into budgeting for all permanent positions as part of its current modeling and these two proposals are simply changing the staffing model we will use to bring in staff that effectively are covering absences. The marginal increase in cost for trying this model in lieu of the traditional daily substitute model is modest.

DDB