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To:
Date: 9/13/2017 5:51:47 PM
Subject: Substitute pay on forgiven school days. ~ Website email from Kim Moorner

Mr. Bryant, I hope this email finds you having a great day after such a busy weekend with hurricane Irma. Since we were out of school for a few days due to the hurricane, I have a question about the days being made up later on. As a substitute teacher, we are paid for 180 days out of the year, and right now the daily rate for a certified teacher is \$118/day. That's great! However, on days like this Monday and Tuesday (September 11 & 12) we were out of school because of the weather which is out of our control. Normally, those days are made up later so that wouldn't mess up our budgets as substitute teachers. However, on days like these, some are wondering if those days will be forgiven by the General Assembly and not have to be made up which would mean that in this situation us certified substitutes are out \$236. That's a lot of money still and especially when you're not guaranteed work over the summer. My question/suggestion is would it be possible to pay the substitute teachers on days that are forgiven if they have already signed up for something for that day? Example: Fact: We in Greenville County didn't know that school would be canceled for Monday until Sunday at three o'clock. At this point, the substitute realizes that they will not be getting paid for something that they had signed up to do b/c of something that was out of their control. Fact: Teachers will get paid for that day that we were out (Monday and Tuesday Sep. 11 & 12 in this case). Fact: The county was already planning to pay the substitutes for those days, so the money must be there. It's just not given to them because a hurricane (or some event out of human control) came through and school had to be shut down. Fact: Budgeting for the substitute teacher will be tougher because of not receiving the money they had agreed to work for. Fact: When a certified substitute agrees to complete a long-term substitute position then that substitute is pay certified teacher pay based off of their years of experience on their certification, and their level of certification. For example, I'm dual certified in Early Childhood and Elementary Education, and I am getting certified teacher pay of roughly \$228 as of September 6th. Now with two days out that means I'm out \$456. To me that's a lot of money that the school district was willing to pay me if this hurricane hadn't come through the area. However, they are still going to pay the teachers who work at the schools even though they didn't have to come to work either. Suggestion: Now what if substitutes were paid for the day(s) they had signed up for before the announcement of closure? Example: Greenville County made the announcement at 3 pm on Sunday September 10th that school on Monday was canceled. Now what if substitutes were paid for Monday (September 11th) that they had signed up for if they had already signed up by Sunday at 3 pm when the announcement of closure was made. This would mean that the school district would go into the substitute job board BEFORE making the announcement of closure. They would change the settings so no one could post any new jobs for Monday and no one could accept any new jobs for Monday? This would stop any teachers from posting a job only for their friend as a favor to make sure they got paid for something. This would stop a bunch of substitutes from crashing the substitute board just so they can say they had signed up for something before the announcement was given. I know I don't handle the budget, and I did take accounting for fun when I was in college, and aced it. I'm not sure of how the budgeting would work in this situation, but please take the following into consideration. 1) $180 \times \$118 = \$21,240 = \$1770/\text{month}$. I'm not complaining about that b/c that's better than the districts that use a staffing agency which puts the substitute at roughly \$72/day and \$12960/year. That's near the poverty level. I used to sub a lot for Pickens County and could hardly make it considering I was trying to save up for a place of my own, get out of as much debt as possible, and pay student loans from college for my two degrees. 2). Two days

already for hurricane Irma, but what about snow days? If there's two more for that (whether it be statewide or not), then that means almost a week of school. Many people have to stay out of school for at least one sick day so there's the complete week of $\$118 \times 180 = \590 . 3). Many people think that substitutes could just get a second job and help cover those costs, but that is harder than most people think. Many businesses have told me "no" b/c they see that I'm dual certified in Early Childhood and Elementary Education and they think I will just up and leave when someone offers me a teaching position. This is the same mindset for the summer months as well which is why many substitutes don't work in the summer. However, what many people don't realize is that many substitutes are certified teachers like myself who have had the hardest time getting interviewed for positions. I've been applying since 2009 and I've only been interviewed roughly around seven times. I've yet to discover the reason as to why I'm not considered, and I have remained in substitute teaching since 2013. While I have been able to pay off my credit cards (\$5000), and save some money, my student loans are around \$45,000 for two teaching degrees, and I've had to put my loans on hold till I can get to them. As a substitute, we would like to look forward to snow days and such, but it is hard to enjoy the fun when you're a long-time member of the "Penny Watch Brigade". I hope the General Assembly will consider and approve the idea of paying substitute teachers for days they were already assigned to work in the event of days out of school for weather because the weather is out of our control, we would have been at school if it hadn't been for the weather, and the districts already planned to pay us for the days we agreed to work. Thank you, Kim Moorner

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