

PIEDMONT UNIFIED SCHOOL DISTRICT

M E M O R A N D U M

TO: Board of Education

FROM: Randall Booker, Superintendent

DATE: September 22, 2021

RE: SUBSTITUTE TEACHER RATE OF PAY INCREASE - 2021-2022

Piedmont Unified School District currently compensates its certificated substitute teachers at a rate of \$140 per day. The rate of daily substitute pay across 18 school districts in Alameda County ranges from \$130 to \$300. In comparison to districts in Alameda County, PUSD's compensation for certificated substitute teachers falls in the bottom quartile.

District administration recommends that the PUSD substitute teacher rate be raised to \$200.00 per day.

According to [EdSource](#),

“California has seen declining numbers of new substitute teachers every year, according to the California Commission on Teacher Credentialing, the agency that licenses full-time and substitute teachers. In the 2018-19 school year, the agency issued about 64,000 substitute teaching permits. In 2020-21, it issued close to 47,000.”

The state's teacher shortage has had a direct affect on the number of certificated substitutes available for districts (especially in the bay area). A shortage of teachers results in a shortage of qualified substitutes.

According to [EdSource](#),

“In the 2020-21 school year, 13,558 of California's teachers retired, 1,000 more than the previous year, according to data from the California State Teachers' Retirement System. Mary Sandy at the Commission on Teacher Credentialing said the agency must credential about 20,000 teachers a year to keep up with the staffing needs of districts across the state. Last year, only about 14,000 teachers received their credentials.”

Piedmont Unified, like many districts across the state, are struggling to secure qualified substitutes. This results in teachers substituting for their colleagues during their prep periods. While in the short-term, this can be positive, in the long-term, this has a negative effect on teacher morale and is more expensive to the District.

RECOMMENDATION: REVIEW AND ACTION

Approve increase in certificated substitute teaching daily rate of pay from \$140 to \$200.

Alameda County School Districts and Alameda County Office of Education

Substitute Teacher Pay Rates - as of 9/13/21

ALAMEDA COE	\$175.00
ALAMEDA USD	\$150.00
ALBANY USD	1-20 days \$300
BERKELEY USD	1-9 days (in the same assignment) \$225
CASTRO VALLEY USD	1- 20 days \$150.00
DUBLIN USD	1-10 days \$130
EMERY USD	\$210
FREMONT USD	10 days \$185.16
HAYWARD USD	\$185
LIVERMORE VALLEY	\$250
NEW HAVEN USD	1-10 days \$170
NEWARK USD	1-5 days \$165.00
OAKLAND USD	1-30 days \$190.58
PIEDMONT USD	1-20 days \$140.00
PLEASANTON USD	\$175.00 day to day
SAN LEANDRO USD	\$270
SAN LORENZO USD	\$170
SUNOL GLEN USD	\$150.00