



GREENFIELD PUBLIC SCHOOLS

CENTRAL OFFICE

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Christine DeBarge Ed. D, Superintendent of Schools

"The Greenfield Public School District is a place where every child is supported on their path to success."

Memo

DATE: December 12, 2023
TO: School Committee
FROM: Christine DeBarge
SUBJECT: Substitute Teacher & Instructional Assistant rates

I am writing to request that the substitute teacher and substitute instructional assistant rates be increased.

We have been struggling to fill substitute positions, and I believe that part of the reason is due to our current rates. As you can see from the attached document, our rates have fallen below many of the surrounding school districts.

I believe in order to attract and retain substitutes, it's essential to remain competitive. Therefore, I would like to propose the following.

Our current substitute wages:

	High School Diploma	BA/BS Degree	Certified / Retired
Teacher	\$95.00/day	\$100.00/day	\$105.00/day
Instructional Assistants	\$13.00/hour	---	---

Proposed new substitute wages:

	Not Certified	Certified / Retired
Teacher	\$110.00	\$120.00
Instructional Assistant	\$15.50/hour	---

Greenfield

	High School diploma	BA/BS degree	Certified or Retired Teacher
Teacher	\$95.00	\$100.00	\$105.00
IA	\$13.00/hour	\$13.00/hour	\$13.00/hour

Gill Montague

	Single rate
Teacher	\$120.00
IA	\$15.00/hour

Mohawk Regional

	Single rate
Teacher	\$105.00

FCTS

	High School diploma	Associates	Bachelors/Licensed
Teacher	\$17.00/hour (\$119.00)	\$17.50/hour (\$122.50)	\$18.00/hour (\$126.00)

Erving Union #28

	Single rate
Teacher	\$120.00
IA	\$100.00

Frontier

	Single rate
Teacher	\$115.00
IA	\$115.00

Easthampton

	Not certified	Certified
Teacher	\$102.50	\$112.50
IA	\$98.75	\$108.75

South Hadley Public Schools

	High School diploma	Certified	Retired
Teacher	\$100.00	\$105.00	\$115.00
IA	\$15.00/hour		

Belchertown

	Single rate
Teacher	\$100.00
IA	\$15.00/hour

Hampshire Regional

	Single rate
Teacher	\$100.00