

MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION
SFN 2053 (2/85) 5M



ROLL NUMBER

DESCRIPTION

1275

2001 HOUSE EDUCATION

HB 1275

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB1275

House Education Committee

Conference Committee

Hearing Date 01/22/01

Tape Number	Side A	Side B	Meter #
#2		X	696 to 3015
#3	X		1 to 2924
#3		X	1 to 238
Committee Clerk Signature <i>Lisa Gilbert</i>			

Minutes:

Chairman R. Kelsch, Vice-Chair T. Brusegaard, Rep. Bellew, Rep. Grumbo, Rep. Haas, Rep. Hanson, Rep. Hawken, Rep. Hunsakor, Rep. Johnson, Rep. Meier, Rep. Mueller, Rep. Nelson, Rep. Nottestad, Rep. Solberg, Rep. Thoreson

Chairman Kelsch: We will now open the hearing of HB1275.

Rep. Devlin: (District 23) *Please refer to attached testimony*

Wade Folley: (Superintendent of District 23) Been in education since '69. I think its a red flag. In '89 was my first superintendent position in ND. I had 7 applicants for a 2nd grad position. In '91, I had 3 applicants for a 3rd grade position. In '93 in Cooperstown, I had 1 application for a principal. In '99, 2 applicants for a social studies position in Cooperstown, and one student told me that Cooperstown did not quite have the social life for him to hire on. Since '89 we've been hearing about teacher shortages, and I think now we have other problems that didn't arise in '89 in rural ND, and that is a shortage of adequate substitute teachers. We have three full time

substitutes that go between North Central, they go between Midkota, they go between Finley-Sharon, they go between Greggs County and Cooperstown. I've got 6 teachers this morning taking a class at TPII, I've got two classrooms that do not have a teacher, they're in study hall today. I'm for accreditation, I'm for certification, but I'm looking for some help. I think the problem still comes about because of the shortage of teachers and the adequate salaries that we have for teachers. My students who come back that was counceiled out of education by a university. I've got a student teacher today, who is a student at Valley City State in computer science. He has signed a contract, but it's not a teaching contract. I have a master degree music in my district, who's been taught by some of the greatest musicians in Europe, she used to live in Bismarek, her husband got a job in Jamestown, she's living and working on a little homestead out of Cooperstown. Once a week, I take band, I can't sing, I can't dance, I can't do anything. I've got a veterinarian, retired science teacher. He volunteers, once a week, so he can come to my grade school so he can put on elementary labs. We have some of these people, and I'm not saying they're long term subs, I'm saying some day in and day out people to help us once in awhile. How do we function? What I'm saying, I learned from one my sons, and he said, 'I learned one thing: it is easier to ask for forgiveness than to ask for permission'. High school kids go through life like that. I don't have the answers today, but a group that met in our district with four or five schools, talked about teacher shortages, talked about technology, spent some time on substitute teachers, we talked about counselors. Rural education, we need some help with counselors. We can't find counselors. I'm here as a red flag, in support of this bill. I wouldn't have been here 10 years ago, but I don't appreciate putting kids in study hall several times a week, because there's no one there to teach the class.

Rep. Mueller: In the bill, it talks about 'in the opinion of the individual employing the substitute'. Do you have a real concern about that? Do you have to make some decisions that might be kind of tough sometimes?

Folley: I think our communities, there are people who have degrees that I probably would never have asked of a teacher in my school, there are people who have a four year degree that would be fantastic child related people persons. I think my first prerogative would be to hire that certified teacher. When the time comes that I can't find that individual, if I had the opportunity to use the people in my community for a short time basis, I would.

Rep. Thoreson: Do you think it would be feasible to have some kind of course work required of these substitute before they were coming into the classroom? Something that would give them a little bit of an idea of the expectations of a teacher, as far as running a classroom? Dealing with students? Behavior?

Folley: I would probably encourage that person to go back and get their degree in education. I think when they come to my district, we have district policy. We sit down with how we handle the class procedure, there's some things we do, as far as teachers were concerned, in handling the class. I would spend some time with that person, and make sure that's taken care of. I think for a short term sub, their knowledge of their class that they're teaching I think is what I'm looking for, as compared with not having a teacher at all, not having a class at all. To me that's more positive.

Rep. Thoreson: I think this bill requires a person to have a bachelor's degree. Is there anything more special about a Bachelor's degree as opposed to a high school diploma? What's the mystic about a bachelor's degree?

Folley: That's my greatest fear. Anytime you reduce standards, where does it go? If this bill were any less than a four year degree, I wouldn't be here in support of this bill. I have a feeling, once you release some of these certification standards, you end up to going to no one having a degree at all.

Rep. Nottestad: Most of the inferences you made of these people and their expertise, it was getting inferred to their background in a specific area, which would mean toward the high school, and as I look at these people coming... Substitute teaching is tough, but I wonder about someone coming into a first grade program, dealing with the second week of teaching these kids to read. I often wonder, too, how available are they going to be after they've had a couple days under their belt?

Folley: That's a good question, I can't answer.

Rep. Nelson: How much flexibility do you have under current standards to go outside of certified substitute teacher, and if there are some, how do you do it?

Folley: No, it must be a certified teacher. They must be certified k through 12. What leeway do we have? As I mentioned earlier, it's much easier to ask for forgiveness than it is to ask for permission. One phone call saying, I'm sorry I forgot, but the second phone call doesn't go that well.

Rep. Grumbo: Do you have latitude salary structures and so forth for some teachers? What position are you in to do that?

Folley: Our school districts sets the district pay for sub teachers, \$70. After three days of continuous work, that teacher must be hired and put on full salary. No, there's no leeway.

Rep. Grumbo: Are you competitive in the area in regard to substitute teachers?

Folley: You'll find out that in area school around us, we're equal. We'll take a survey again this year, and find out where we're at. Yes, we try to be competitive in getting subs to come to Cooperstown.

Rep. Nottestad: Do you give mileage to your subs?

Folley: No I do not.

Rep. Hunskor: If you are absolutely stuck, you may ask your staff, during your study periods, one here and one there, is that true?

Folley: Yes I do, we pay \$7 a period for a teacher to go into the classroom.

Rep. Hunskor: How do the teachers react to this?

Folley: What happens is that, you learn quickly which ones you can ask, and which ones you don't waste your time with. Some are involved with five different preps a day, to them, that prep period is very important part of their day. A person with two preps and four classes, they are a little bit more lenient.

Rep. Hunskor: How often do you think this would happen in a school year?

Folley: We're involved now with school improvement. I have 6 teachers down getting trained. Up until this year and last year, I maybe could have used a non certified teacher three days last year. This year, I could have used on four times already this fall. 5 maybe 6 times a year.

Chairman Kelsch: Two sessions ago, this committee worked quite hard on establishing background checks for teachers so that the contact with students, we feel would be safer in the environment that we have today. Would there be background checks done on these individuals that would be coming in contact with these children?

Folley: I'm not sure if our sub teachers are background checked.

Rep. Bellew: I assume you've read this bill. Does it say in here how long this provisional substitute teacher can teach?

Folley: No, it does not say in this bill.

Rep. Bellew: So, in other words, if you can't find anybody, this substitute could teach long term, is that correct?

Folley: I suppose I could, according to this, yes, would I do that? No.

Dean Bard: (ND Small Organized Schools) As I view this bill, I think it offers another tool that rural districts need in order to try to maintain themselves and to provide appropriate programs for ND school students. If I hear anything from our membership, I hear about the problems they have trying to secure substitute teachers. We seem to find this more on the MN, ND border than anyplace else. One of our members, in the council and guidance areas, was having problems trying to find a substitute. There was an individual on the MN side that was engaged in C and J work over there, and did not have ND credentials. It's these kind of things that would permit districts to get a little latitude with some of these areas. There are safeguards built in, it's going to require a good faith effort by the school district before employing a non certified person. A good faith effort is going to be a question of law, and so in each instance, it's going to require the school district to be able to show that they have gone ahead and tried to find somebody who was properly credentialled. Secondly, it requires a bachelariate degree. Thirdly, it's going to require somebody who can positively contribute to the education of the students. It's going to have to be somebody who brings something to the table. With those safeguards in the bill, I think it's good legislation and we support it.

Rep. Nottestad: Good faith efforts... I get a call at 6:30 in the morning, and the classroom is going to be empty, and it happens to be a day that teachers are at a conference throughout the whole district. I'm working off of a seven paid substitute list. My good faith effort is, I go to the list and what would be the best substitute? Zero. Keep going down the list, I've got notations after warm bodies, and that's what I'm working on. When a superintendent gets a call and can't find a sub, his good faith efforts is going to be to fill the classroom, and the number of warm bodies are going to be increased because of this bill? Good faith effort, can you put it in practicality?

Bard: As you know, a good faith effort is a question that has to be answered by the application of certain facts. It's a jury question, and that's the way that the matter would come if there was to be some enforcement of this or some claim that there had been some violation. The jury is going to decide whether this is a good faith effort or not. What you describe seems to me a good faith effort, but that's only my opinion, and there could be 11 other people on that jury who would think it wasn't.

Rep. Thoreson: If you have a sub that comes in, how is that recorded? Or is that recorded to anybody? Is it required to keep track?

Bard: I'm sorry, I don't have that information. Obviously there has to be a reporting for payroll purposes, but I don't know if there's any report made to the superintendent of public instruction in regard to that.

Chairman Kelseh: Is there anyone who wishes to appear in opposition to the bill?

Richard Ott: (ND Council of Educational Leaders) I'm speaking in the place of Larry Klundt.

The membership of the educational leaders is on both sides of this, but Larry Klundt has always

had a strong feeling for credentials. Looking at the current proposal, he was reminded contacted constantly by other states that wanted to know, 'how come you guys up there are doing so well? What are you doing special or different that causes ND students to score so well on so many different things?' In looking at some of the things that might fall under that category, we do require majors and minors, we require continuing educational training, we require training and certification for specialties, and we require student teaching, and we require a licensure program for a substitute. Is there a connection? This is the kind of thing you have to draw into your decision making. Larry told me to stand up here and take a very strong neutral position on this.

Max Laird; (President of ND Education Association) I would like to address three specific issues relative to this proposed legislation. There presently is available an opportunity for superintendents throughout the state of ND to request emergency certification based on the standards in this statute as proposed. In addition, an emergency certificate will require a background check. Today's requirement for background checks has been proven to be very appropriate and worthwhile for ND public schools. We do believe, though, that there may be something missing here in terms of marketing the availability of emergency certificates. There may be some missing links that school districts aren't exercising their opportunity to secure individuals to substitute teach with an emergency certificate. In addition, ND has the highest standards for teaching in the nation. There are other states that are moving aggressively to catch up with us and moving ahead. The only area that I will say that we are a little behind in is the early career requirements. Research recently published indicates that high standards and high student achievement go together. It is our belief that we presently have adequate statutory

authority to address the shortages of substitute teachers. We need to encourage schools to go about it by the way of emergency certificates. I would urge a do not pass on this legislation.

Rep. Brusegaard: What percentage of classroom teachers in this state currently had a background check?

Laird: I would say somewhere near 1000.

Dan Hennencamp: (Math teacher) I've got a substitute in your classroom today, and probably a warm body, but it's a warm body that has a license that has been trained to work with kids. I feel confident that my kids will be ok. If this bill were to pass, I wouldn't have that same confidence. Until you've seen them in the classroom or until they've had some training, you can't be confident. I'm getting pretty close to retirement, and I've got a four year degree, and what kind of shortages are out there in rural areas, maybe I can move there in a doctor shortage and play doctor. It's just not thing to do. I urge a do not pass.

Janet Welk: (ESPB) *Please refer to attached testimony*

Rep. Nelson: Looking at the data from the last school year, there was four application, and this year's four. I guess I would draw the conclusion that this license isn't renewable?

Welk: They can renew it as many years as they request it.

Rep. Nelson: So, in your opinion, the safeguard of the background check would be the only change, basically from what Superintendent Folley was asking for, are superintendents and administration in school districts aware of this licensing?

Welk: I think there are a couple of issues. #1, from when I visited with local administrators, there aren't the four year degreed people in your smaller communities waiting to work maybe only one day a week. I know on the reservations where they have experienced the shortage long

before other communities in ND, they actually hire someone full time, put them under contract, just as substitute teacher, so that they have them. #2, \$70 a day is fairly compatible and an average for our sub teachers in ND. \$70 a day is not \$10 an hour. You can go to work for any telemarketing and make more than \$70 a day. So, when you're only paid \$70 a day and you're putting out money for gas, you're not making \$70 a day. On the reservation, they pay mileage and \$100 a day.

Rep. Nottestad: You talked about the major/minor and the legislation pertaining to sequences. Can the sequences portion be used to have the sequence in Math, for example, can you certify based on that for sub teachers?

Welk: a sub teacher has to have a major/minor law, it is not our rule that they have to have the same content of the classroom that they're going into. We provide the very minimum basic regulation. The school district sets a higher standard.

Rep. Nottestad: If the school district has difficulty, can't they use someone with that sequence in social studies for the year?

Welk: Are we talking about substitute teacher?

Rep. Nottestad: That's where I'm going to. If it can be done in a regular teacher, why couldn't it be done in a substitute?

Welk: We have the major and minor equivalency endorsement. That's if they're actually providing credit and under contract on the MIS03 for the school year. A substitute teacher does not offer credit.

Chairman Kelsch: So, Superintendent Folley would have had to identify this person that has their masters in music prior to the school year starting, had them apply for the emergency license,

have the background check and pay their \$30 fee, and then he could use that individual for one year and then renew after that?

Welk: They do not need to be mastered, we would do it at a bachelor's level; it can be at any time of the school year, if they provide us with a completed application, a transcript, and their fingerprints, plus the letters from the school, we would provide the license. If he needs that person immediately, we also do a 40 day provisional, where we give a license prior to the background check being completed.

Chairman Kelseh: Do they have to pay for the provisional too?

Welk: \$20 for the provisional. We do not keep copies of licenses, they have to be printed through ITD.

Chairman Kelseh: So, they would pay \$30 for their license fee to get the emergency license fee, plus they would pay \$20 for the provisional if they needed to have the provisional, plus they would pay for the background check? Could he possibly do that today, if he had all of that information and have that teacher in the classroom?

Welk: That is correct.

Rep. Nelson: If the same person renews that emergency license the next year, do you have to go through the redundancy of that background check again.

Welk: No.

Chairman Kelseh: On the emergency license, is that one that they repay every time they renew it?

Welk: That's correct.

Chairman Kelseh: We will now close the hearing on HB1275.

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB1275

House Education Committee

Conference Committee

Hearing Date 01/22/01

Tape Number	Side A	Side B	Meter #
#5	X		1 to 1063
Committee Clerk Signature			

Minutes:

Chairman R. Kelsch, Vice-Chair T. Brusegaard, Rep. Bellew, Rep. Grumbo, Rep. Haas, Rep. Hanson, Rep. Hawken, Rep. Hunsdor, Rep. Johnson, Rep. Meier, Rep. Mueller, Rep. Nelson, Rep. Nottestad, Rep. Solberg, Rep. Thoreson

Chairman Kelsch: We have Janet Welk here to clarify a few things about the emergency certificate on HB1275. Tell us what you would require, what criteria do you have to have, and then, realistically, how long would it take to get the license going through that normal procedure, and then, realistically, how long would it take if they were going through that procedure and getting that provisional license as well.

Janet Welk: Everyone that gets an application out of our office has to pay \$25 to get that application, and Rep. Haas has a complete packet if anyone wants to look at it. The second thing that everyone has to do is pay \$42 for background check. \$22 goes to BCI, \$22 goes to the FBI.

An emergency sub would then pay \$30 for a one year license. It takes, depending on the Bureau

of Criminal Investigation, about four weeks to get a background check completed. Starting Sept. Of '99, the FBI has been transmitting fingerprints electronically, and we have been finding that they can clear our own BCI up on the hill the same day that they clear FBI, so if we could get the system of BCI moving a little quicker we could have it down, within a week, practically, but it takes about four weeks. If the superintendent finds that he needs that person in the classroom prior to waiting for that four weeks, he could fax me a letter, we could take a credit card number and get a license out to the person within two hours, if we have their signed application, and their transcript.

Chairman Kelsch: Signed application and transcript from the college?

Welk: With the use of faxes and credit cards, it's fairly easy to get things done. What I absolutely don't fudge on, and what I have to do more research on is, can I use a faxed application as far as original signature.

Chairman Kelsch: The signed application would have to be an original application?

Welk: Yes.

Chairman Kelsch: You have four that had these licenses two years ago, you have four that have them currently, where are they located.

Welk: Rural, it's not Bismarek, Minot, but I have to go back and look for sure.

Rep. Haas: If I would want to get someone in my community an interim substitute license, they would have to pay the \$25 application fee that everyone pays, and I want to do it post haste, they'd also have to pay the \$30 for the interim license plus the \$40 for the provisional license?

Welk: They'd have to pay \$20 for the provisional.

Rep. Haas: And that's good for one year?

Welk: It's good for forty days, and renew it as many times as we need to and there's a one time \$20 charge which is basically our charge for ITD and printing and processing.

Rep. Haas: So it's going to cost \$75 to get someone in the community qualified in the classroom, in short order.

Welk: The first year. Now the second year, it's \$30 and every year after.

Chairman Kelsch: Has there been a consideration to waive that \$30 after the first year?

Welk: We have never been asked to. Most professional licenses, the minimum fee is \$20 a year.

Rep. Brusegaard: How many applications have been denied?

Welk: None.

Rep. Hunsakor: What I'm hearing is, there's a need out there, it's very easy to get an emergency license, yet very few have been issued. Why?

Welk: This is my opinion, visiting with administrators with the fact the emergency interim contracted license, with our economy in ND, we don't have four year degreed people sitting around waiting for a Tuesday job, and maybe next week Monday if your lucky, and then maybe go for three weeks and not be called. There aren't those people out there anymore. We have all types of jobs that pay \$8-\$9 an hour. \$70 dollars a day is not a lot of dollars compared to other jobs, especially when you have to put travel on top of that. What reservations have done, is they actually contract their subs, and they're full time, benefit employees. If smaller schools could go together, so they'd have two or three people contracted so it's a full time, benefit job, there may be more access to them.

Rep. Haas: I'm just seeing another fee for the subs. The fingerprinting fee.

Welk: That's a \$42 fee.

Chairman Kelsch: You did state that if the school district wanted to, they could pay those fees.

Welk: That's correct.

Rep. Nelson: With the emergency license, somebody that wouldn't necessarily have classroom instruction, they have that license, they could teach if their degree was in animal science, they could sub for English, right?

Welk: That's correct.

Rep. Nelson: But then you're opposing a bill that would have an English major would teach in their field, but would not have the classroom part as well, wouldn't that be a better situation than the emergency under 1275?

Welk: It's not the ESPB authority to say where the teacher can teach. What we do is regulate the entrance into the profession. It's usually a school rule where they let their teachers substitute.

Rep. Nelson: But under 1275, isn't that in there?

Welk: That's not my understanding of that bill.

Rep. Nelson: Line 15, 16, 17, I could read it as saying that. I guess there's a gray area right there. Maybe I'm going back to the testimony of the superintendent that testified.

Rep. Thoreson: Basically, in your opinion, 1275 leaves all the responsibility for substitute teachers with the superintendent of that particular school?

Welk: That's correct. The state of ND, before we even became a state, require a license for teachers.

Chairman Kelsch: Seeing no further questions, thank you.

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB1275 A

House Education Committee

Conference Committee

Hearing Date 01/30/01

Tape Number	Side A	Side B	Meter #
#2		X	1186 to 2300
Committee Clerk Signature <i>Joni Gilbert</i>			

Minutes:

Chairman R. Kelsch, Vice-Chair T. Brusegaard, Rep. Bellew, Rep. Grumbo, Rep. Haas, Rep. Hanson, Rep. Hawken, Rep. Hunskor, Rep. Johnson, Rep. Meier, Rep. Mueller, Rep. Nelson, Rep. Nottestad, Rep. Solberg, Rep. Thoreson

Chairman Kelsch: We will now take up HB1275.

Rep. Brusegaard: I move a Do Not Pass

Rep. Hunskor: Second.

Chairman Kelsch: Committee discussion.

The motion of DO NOT PASS passes 14 Yay 1 Nay 0 Absent.

Floor Assignment: Rep. Mueller

Date: 1/30/01
Roll Call Vote #: 1

2001 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. HB 1275

House House Education Committee

Subcommittee on _____
or
 Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Not PASS

Motion Made By Rep. Brusegaard Seconded By Rep. Hunskor

Representatives	Yes	No	Representatives	Yes	No
Chairman-RaeAnn G. Kelsch	✓		Rep. Howard Grumbo	✓	
V. Chairman-Thomas T. Brusegaard	✓		Rep. Lyle Hanson	✓	
Rep. Larry Bellew	✓		Rep. Bob Hunskor	✓	
Rep. C.B. Haas	✓		Rep. Phillip Mueller	✓	
Rep. Kathy Hawken	✓		Rep. Dorvan Solberg	✓	
Rep. Dennis E. Johnson	✓				
Rep. Lisa Meler	✓				
Rep. Jon O. Nelson		✓			
Rep. Darrell D. Nottestad	✓				
Rep. Laurel Thoreson	✓				

Total (Yes) 14 *Click here to type Yes Vote* No 1 *Click here to type No Vote*

Absent 0

Floor Assignment Click here to type Floor Assignment Rep. Mueller

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE (410)
January 30, 2001 4:12 p.m.

Module No: HR-16-1962
Carrier: Mueller
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

HB 1275: Education Committee (Rep. R. Kelsch, Chairman) recommends DO NOT PASS
(14 YEAS, 1 NAY, 0 ABSENT AND NOT VOTING). HB 1275 was placed on the
Eleventh order on the calendar.

2001 TESTIMONY

HB 1275

Chairperson Kelsch and esteemed members of the House Education Committee.

For the record, I am Rep. Bill Devlin, District 23 Finley. For the newer members of the committee, I would like to point out that District 23 is a rural legislative district covering all of three counties and parts of two others.

HB1275 was introduced by myself and others to try provide enhanced educational opportunities for students in rural districts. Since it's introduction, I have learned that some of our larger districts also face similar problems.

It is a pretty straight forward bill. If passed it would allow a school district who has made a good faith effort, but is unable to find a substitute teacher, to employ as a substitute an individual who holds at least a baccalaureate degree and whose academic preparation and work experience would, in the opinion of the person charged with employing the substitute, contribute positively to the education of the students.

This substitute would not have to be licensed or certified to teach to fill this role. The bill also gives full legal authority and status to the person the same way we now protect the districts and people employed as a student teacher or eminence-credentialed teacher.

Briefly, many rural schools are unable to find credentialed substitutes. This leaves them with the choice of not teaching the class those days.

Yet a solution could often be found in the local communities. We have a number of people that have baccalaureate degrees in areas needed. They might be farmers or others that have time in the winter to help on a limited basis, they might be retired community leaders like former bankers, doctors, veterinarians and many other professional people that have the academic background in math, science, english and other fields.

These people have no desire to go into the teaching field but instead are willing to share their education expertise to help enhance the education of our children on a limited basis.

A number of other states have gone to a similar plan. When I was in Florida over Christmas I read an article in one of the daily newspapers that the local district was setting up a pay scale for their substitute teachers, starting with people that only hold a high school degree. My bill is not as sweeping as that, but will provide much needed flexibility to meet the educational needs of students in districts across the state.

Madam chairman I hope the House Education Committee can give a Do Pass recommendation to HB 1275. That concludes my testimony and I am willing to answer questions.

LOCAL

Lee School Board to vote on pay increase for substitute teachers

By DAVE BREITENSTEIN
Staff Writer

Lee County School Board members will vote next week on whether to increase daily pay for substitute teachers, nearly a year after a task force recommended the salary adjustment.

Schools Superintendent Bruce Harter has forwarded the pay proposal to the board for approval Tuesday. The new scale includes four categories of daily pay that vary according to experience: high school diploma (\$55), at least 60 college credit hours (\$65), bachelor's degree or above (\$70), and retired teachers, administrators or other school staff (\$75).

The current scale has existed for at least a decade and contains two pay rates: high school diploma (\$55) and 60 or more college credit hours (\$61.25). Lee County's current plan is about average compared to other Florida districts, and the increase will push it more toward the higher end.

Lynn Strong, executive director for human resources, said the school district has not had enough substitutes to cover classes this fall, and higher daily salaries could entice more retired residents or mothers to assist the schools.

"There has been an increased demand for substitutes," Strong said.

Between Aug. 21 to the beginning of December, substitutes were needed to cover 12,013 teacher absences in Lee schools.

However, substitutes filled

only 10,786 of those vacancies, sending principals shuffling staff to cover the remaining classrooms.

Remote or distant communities, such as Lehigh Acres and Bonita Springs, have difficulty attracting substitutes from other parts of the county. To combat geographical prejudices, Lehigh Senior High Principal Ron Davis pays his teachers extra money to cover classes if they skip their planning period to help. Instructors then make up their planning time after school.

"Our first option is to have qualified substitutes in the classroom," Davis said.

School Board members questioned whether the school can afford the additional cost and what kind of precedent the policy sets for other schools. Davis uses leftover staff money to finance the additional pay, which is only used in emergency situations when substitutes are not available.

If the district adopts the policy of paying teachers to cover their peers' classes, Harter said, Lee would expect to spend \$960,000 based on last year's numbers. The average full-time teacher salary is about three times as much as a substitute's daily wage.

The Lee County Association of Professional Substitute Teachers formed early this year to provide a united voice for subs. Its president, Marvin Goetz, said he appreciates that wages finally are increasing, but was shooting for a \$100-a-day rate. He also questions a verification form

that subs must send to former districts before they qualify for the highest pay rate.

"I don't see any forthcoming raise for months because of all this," Goetz said. "I'm beginning to think the verification is intended to hold up the process even further."

The form must be sent to previous employers to document the years worked, days employed, positions held and other pertinent job information, and the form is not valid without a district seal or stamp. Most of that information, Goetz said, is required when substitutes first apply to work within Lee's school system.

"I can't believe this stuff is not already in the files," he said. "Nothing has changed from the time we left our former school districts."

The School Board drew complaints this summer when it agreed to lower the minimum age for substitutes from 21 to 18. Strong said the demand for more substitutes and desire to have young mothers work in the classroom led to the changes.

The age requirement was part of an initial task force package that first was passed to the School Board in March. Salaries were tweaked slightly since then, and the highest-paid subs dropped from just retired Lee teachers to anyone with educational experience. The overall recommendation also includes rewards for substitute teachers who work a high number of days and increased training opportunities.

Rep. Duden HB 1275

**TESTIMONY OF JANET WELK
ON
HB 1275.**

Good morning, M. Chairman, and Member of the House Education Committee. For the record, I am Janet Welk, executive director of the Education Standards and Practices Board and wish to testify on HB 1275. The Education Standards and Practices Board at their August 24, 1998 meeting saw the need to change the requirement for substitute teachers in North Dakota. They provided an Interim/Emergency Substitute License for those communities who are experiencing shortages in substitute teachers. To receive this license, a person must only have a bachelor's degree. This license is in line with the major/minor law but yet provides additional opportunities to North Dakota rural communities.

During the school year 1998-1999, we issued one such license. In 1999-2000, we issued four licenses and to date for the 2000-2001 school year, we have issued four interim/emergency substitute licenses.

Thank you for the opportunity to testify and I would be happy to answer any questions at this time.