

**Framingham Public Schools**  
**Robert A. Tremblay, Ed. D., Superintendent of Schools**

**OFFICE OF FINANCE AND OPERATIONS**  
**Lincoln D Lynch IV, Executive Director of Finance and Operations**  
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**MEMORANDUM**

Date: December 12, 2019  
To: Framingham School Committee  
From: Lincoln D Lynch IV, Executive Director of Finance & Operations and Tiago  
Gadens, Assistant Director of Human Resources  
Re: Substitute Pay Review and Recommendation

**Current Substitute Pay**

**\$90/day:** Per Diem Substitutes:

**\$110/day:** Retirees and Permanent Substitute Teachers

**\$110/day:** Substitute Teachers Hired on or before January 1, 2013 and Long Term Subs for Unit T

**\$140/day:** Long Term Sub for Unit A positions

**Proposed Substitute Pay to begin January 2, 2020: +\$10/day for all categories (no retro) -  
VOTE NEEDED**

**\$100/day:** Per Diem Substitutes:

**\$120/day:** Retirees and Permanent Substitute Teachers

**\$120/day:** Substitute Teachers Hired on or before January 1, 2013 and Long Term Subs for Unit T

**\$150/day:** Long Term Sub for Unit A positions

1. Permanent Substitutes at the HS (11) and turnaround schools (3 at each school) receive 180 days pay, 3 sick days per year and benefit eligible
  - a. 11 at FHS, 3 at Fuller, 3 at Barbieri, 3 at Brophy, 3 at McCarthy and 3 at Wilson
2. \$152,487 increase to projections using current rates. Savings from leave of absences will cover the increase.

**Important information regarding substitutes**

- Last increase was an increase of \$20/day in 2017
- Current year FY20: 1,231 classrooms uncovered
- 81% fill rates (actual subs/needed subs)
- Surrounding District Pay attached

School District	Daily Hours	Per Diem Rate
Natick Public Schools	7.5	\$106 day 1-15, \$119 day 16-90, \$126 day 91+ (resets to \$119 every school year)
Marlboro Public Schools	6.0	\$85 if no bachelors degree, \$90 w/ bachelors, \$95 w/ MA teachers license; \$80 for subs for paras/aides; LTS get \$165 days 30-90, \$175 days 91-179
Ashland Public Schools	6.5	\$85; short term subs (11-39 days) get \$125, LTS (40 + days) get \$174.26 w/o certification, \$185.52 if certified w/ bachelors, \$194.21 if certified w/ Masters
Sudbury Public Schools		\$100
Wayland Public Schools	6.5	\$85; LTS get \$85 days 1-5, \$120 days 6-40
Shrewsbury Public Schools		\$200 Per Diem Substitute Teachers \$280 (retirees) Per Diem Substitute Teacher
Hanover Public Schools		\$150 Per Day
Brockton Public Schools		\$100 per day for the first ten days \$140 for the remainder of the assignment
Boston Renaissance Charter Public School		\$100 Per Diem Paraprofessional Sub - \$120 Per Diem Sub Teacher - \$150 Long Term Sub after 30days
Needham Public Schools		Assignments less than 20 days \$119.47/day up to 92 days \$164.56/day up to 182 days \$251.68.day