

Hello,

I'm writing in my testimony in favor of HB 3130 to allow Substitute Teachers to be considered public employees, so that they may collect PERS. I worked for a School District for over 5 years as a Sub and did not receive PERS or any other benefits. When I learned that another district near to me did offer PERS, training, and collect bargaining I did move school districts. I currently work in a district that offers incentives in order to retain their talent. My district is able to procure some of the best subs in the area and keep them on by treating us as employees of the district leaving other districts with a lack of talent. This is unfair to our students across the state. All students deserve to have experienced subs. According to data from the National Substitute Teacher Alliance, students receive an equivalent to 1 year worth of education from a Substitute during the years spanning K-12. Students need to have experienced Subs and these Subs are being kept in districts that offer PERS, which leaves other districts to have "sub shortages" and/or Subs working under a "Restrictive License," which are people who aren't necessarily teachers or people who wish to make a career out of Substitute Teaching. I believe that PERS offered in all districts will allow for a more equitable distribution of Sub talent across our state and our students deserve this. If we are going to tackle equity for our students then we need to be looking at equity amongst how the state is treating our Subs. Please consider Subs the public employees that they are.