

BCPS SUBSTITUTE PAY RATE, KELLY EDUCATION

Substitute teachers and nurses were critical to addressing staffing shortages and ensuring successful school operation during the 2021-2022 school year. As part of its commitment to recruiting and retaining high-quality substitutes for the 2022-2023 school year, Baltimore County Public Schools (BCPS) will boost substitute pay and enlist Kelly Education services to manage daily operation of the substitute program. The hourly rate for a degreed substitute, previously slated to increase to \$16.16 July 1, 2022, will increase by an additional \$4 an hour, through the application of emergency grant funds. New rates for all positions are listed below.

Kelly Education, a leading provider of workforce solutions that works with more than 7,000 schools across the country placing qualified staff in more than 2.8 million classrooms, will increase workforce efficiency and help with ongoing recruitment of substitute staff. Although BCPS has historically maintained high levels of substitute placement, it has become increasingly challenging to secure and place substitute teachers and nurses because of the COVID-19 pandemic and national labor shortage.

The Office of Temporary Services will maintain an active role in the substitute process, acting as the liaison between our schools and Kelly Education. **It is important to note that substitute positions are not being eliminated.** All current substitutes will still be able to substitute for BCPS. Substitutes will only need to complete the Kelly Education process.

Through this partnership:

- All substitute teachers and nurses will be placed through Kelly Education. Current substitutes will receive information about transitioning their substitute employment from BCPS to Kelly Education. All transitioning substitutes must complete the Kelly process, which will be used to provide Kelly Education with the most accurate, up-to-date information.
 - Current substitutes with active fingerprints on file with BCPS **will NOT be required** to be fingerprinted again.
 - Current substitutes with proof of education on file with BCPS **will NOT need** to provide Kelly Education with transcript information. However, substitutes may elect to provide any updated education information to Kelly Education.
- BCPS will continue to use the SmartFindExpress (SFE) automated system to facilitate teacher absences and automated substitute placement.
- BCPS will continue to set the pay rate for substitute teachers and nurses.

Kelly Education will be hosting drop-in sessions for substitutes during June and July. A list of sessions can be found on the Substitute Teacher and Nurse Hiring page of the Office of Temporary Services website, linked [here](#).

Pay rates for substitute teachers and nurses for the 2022-2023 school year are below.

School-Based Substitute Positions	Hourly Rate	Grant Funds (ESSER)	Total Hourly Rate Applied
Daily Non-degreed Substitute Teacher	\$14.00	\$4	\$18.00
Long-term Substitute Teacher, non-degreed	\$16.16	\$4	\$20.16
Daily Degreed Substitute Teacher	\$16.16	\$4	\$20.16
Long-term Substitute Teacher, degreed and Guidance Counselor	\$22.50	\$4	\$26.50
Long-term Substitute Paraeducator	\$16.16	\$4	\$20.16
Long-term Substitute Speech Language Pathologist, Occupational Therapist, Physical Therapist	\$37.05	\$4	\$41.05
Long-term Substitute Teacher, Critical Need Assignment **	\$37.05	\$4	\$41.05
Substitute Nurse	\$31.67	\$4	\$35.67

For more information about Kelly Education, Frequently Asked Questions, and to get the process started, visit [this website](#).