

My name is Lisa Roe. I'm currently a substitute teacher with CCSD and I am in support of AB282. I have been a substitute teacher for CCSD for 5 years. Prior to that, I was a licensed special education teacher for CCSD for 29 years. I often take hard to fill positions in autism classrooms. My health insurance is currently through my husband's employer. When he retires in two years, I will need to obtain my own health insurance which may require me to get full time employment elsewhere and stop my substitute teaching. I would prefer to continue my subbing position with CCSD. I enjoy working with the students and helping out my former colleagues when they need to take a day off. Health insurance would be a big motivation to continue subbing and accept long term or vacancy assignments. I believe that this bill, if passed would help recruit and retain needed substitute teachers that are desperately needed in CCSD and other school districts in Nevada. I urge you to support and pass AB282.

From: Brandon Summers
To: Nevada Assembly - Committee on Education
Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747
Subject: AB282 - Health Insurance Subsidy for Nevada Substitute Teachers

This letter is in support of [Nevada Assembly Bill 282](#), a bill to mandate a health insurance subsidy for long-term substitute teachers. As Nevada schools (along with schools nationwide) experience unprecedented teacher shortages, it's time for lawmakers to guarantee a pathway for subs to have access to employer-sponsored health insurance. Personally, I have been in a vacancy sub position four times while working for the Clark County School District. I had all the duties and responsibilities of a licensed teacher, but was compensated far less. Absent from my compensation was health insurance coverage, paid time off, and a retirement benefit. I have been advocating for an improved pay structure for CCSD substitute teachers since 2020, but CCSD has been slow to change their tune.

The compensation rate for long-term/vacancy subs in the Clark County School District is \$130/day-\$200/day based on location/Title 1 status. This may seem fair for what most believe to be a six hour work day; but when you're a licensed teacher or long-term sub, the work day doesn't end at 3 pm. Full-time educators take their work home because it is not humanly possible to get it all done during contract hours. Substitute teachers go unpaid during holidays and school breaks; and many struggle to pay their bills. With the rising cost of housing, a medical emergency shouldn't put a substitute teacher in a position to be homeless. Substitute teachers should be able to seek medical intervention without the fear of how they're going to pay for it.

There is certainly more that individual school districts should be doing to treat substitute teachers with dignity, but health insurance is a great start. In my opinion, long-term substitute teachers are the only thing keeping schools from completely imploding due to staffing shortages; and as Nevada struggles to keep educators in classrooms (CCSD has nearly 1,400 vacancies), they will continue to rely more on substitute teachers. Whether a retired teacher or college student, a health insurance benefit would go a long way to ensure that subs can focus on being their best for students rather than worrying about getting sick.

Brandon Summers
Substitute teacher for the Clark County School District

Via Email: AsmED@asm.state.nv.us

Assembly Education
Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747

Hello:

My name is CoCo Thomas, and I am writing in support of AB 282, a bill that aims to improve the status and treatment of substitute teachers. As someone who understands the importance of education and the role that substitute teachers play in it, I believe that it is time for us to give them the recognition and respect they deserve.

One major issue substitute teachers face is the prevailing notion that substitute teachers are just "paid babysitters". This is a harmful stereotype that undermines the crucial role they play in our education system. Substitute teachers are held to the same standards as full-time teachers and are expected to provide the same level of care and instruction to students. It is therefore crucial that we uplift the position of substitute teachers and recognize the value they bring to our schools.

Another major issue that substitute teachers face is the lack of regard for their time and their health. Many of them work long hours without breaks (having no prep is sometimes a soul crusher) and are often not given adequate support and resources to perform their duties effectively. Subs can also burnout, but cries for help are quickly dismissed.

By supporting this bill, we can improve the working conditions and treatment of substitute teachers, which will ultimately benefit our students and our education system as a whole. I urge you to consider the importance of this issue and to support this bill for the betterment of our education system.

Sincerely,

Courtney (CoCo) Thomas

Former substitute & full time teacher

Via Email: AsmED@asm.state.nv.us
Assembly Education
Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747

RE: Letter in Support of Assembly Bill 282

Hello:

I am writing in support of AB 282. Providing Nevada's long-term substitute teachers with health insurance will strengthen our education systems. It will help draw in qualified substitute teachers to cover more absences, and doing so will go a long way toward treating these dedicated teachers with the respect they deserve.

]Creating more equitable working conditions for substitute teachers will make it clear that they are valued members of our community, and more subs may seek out licensure as a result.

Substitute teachers have an important role in our education system, especially those who are relied upon to fill lengthy vacancies. Too many long-term substitute teachers are living close to the poverty line, but we can make sure that at least their health needs are being met.

Thank you for your time,

Lily Burickson/ Long term substitute J. Harold Brinley M.S. Math 6th grade

Please keep in mind that many Substitute Teachers are seniors unable to retire fully with a need to supplement their income. Many are still able to meet the demands of a full-time teacher in long-ter positions, and do so without the equal salary compensation or any benefits. The healthcare subsidy is a long overdue benefit for those of us that have stepped up to the call from school districts to fill the need of the Nevada teacher shortage.

My district is the Clark County School District. This is a reasonable first step toward greater support for respecting the service and value of Substitute teachers.

Kind regards for your help,

peter cerbone jr, B.A, M.A.
Special Education Teacher
NDOE License No.5161

"One child, ten thousand children." / "All the thoughts of teacher,
are teacher." /"Simplicity, patience, compassion."

My name is Brandy Franck, and I am a long-term substitute with the Washoe County School District. This is my second-year subbing, or “guest teaching” as they like to say now. Before this, I worked in different Education Support Professional positions for Washoe County School District for about fifteen years, but I had to leave my last position in the district, after we returned from the pandemic, due to significant health issues.

Literally a month after I left my last ESP position, I finished my degree and was able to become a substitute teacher. This was significant to me because working with kids has always been important. But being a sub can allow for those days when my health is not the best, and I don’t have to pick up an assignment.

It’s important to note that I have some very significant health issues that cost me more than \$200 per month in medication costs alone, as well as quarterly visits with my primary doctor and a different specialist each quarter. Because I am a substitute teacher, I am not entitled to any type of retirement or benefits. On top of that, since I work for the district, nothing is paid into disability or social security, so I am not able to heed my doctors’ wishes and stop working all together.

In order to make ends meet and allow me to be able to afford my medical costs as well as paying for living expenses, I need to be making long term sub wages which are \$25 per day more than a regular floating sub makes. But a long-term sub does not have the option to take a day off when needed, for health reasons.

Washoe County School District has a significant teacher shortage that they are making up for using substitutes. Subs are usually certified in any subject so that means they can teach any subject. For the 2021-22 school year, I spent the entire year at one high school. The first month teaching Spanish, and then after that I taught English for the rest of the year. I was asked back but had already signed on at a different school to teach a different subject. What this means is that I was the English teacher, for the same kids, every day. I did their grades, I designed their curriculum, I made their tests, everything that a “real” teacher does, but at a fraction of the cost to the district, especially because they didn’t have to pay any benefits, namely insurance. I only missed one and a half days the entire year.

Now, I have no idea what the solution to the teacher shortage is, there are just so many issues exacerbating the problems in education. But if the Washoe County School District, or any of the other districts in Nevada are going to fill that hole with substitutes, then they should at least offer us some assistance in paying for our insurance. For me, it really does come down to life or death.

Most recently, two weeks before our Spring Break, my assignment ended. I was told at the end of the day that I would not be needed anymore with no explanation why. I found out later that it had to do with overages, that a certified teacher had needed to be moved into my position. At the time I was recuperating from a horrible foot injury, and knowing I’d be able to pick up an assignment anywhere, due to extreme need everywhere, I decided to take a week off to rest my foot. The following week, I had lined up a new long term sub position, but before I could start, I started experiencing dizziness which was attributed to extremely high blood pressure, landing me in the hospital overnight. By the end of that week, I’d been put on a new medication, but wasn’t feeling any better. The following two weeks were spring break.

So, I missed an entire month of work, only having three days on my April paycheck. Which unfortunately is not enough to even pay for my prescriptions or doctor appointments I already have scheduled, let alone pay for gas to get to work for the next month or any other living expenses I have. On top of that, I've also received a bill for more than \$10,000 for the night in the hospital and the myriad of tests, only the most important of which was I able to get as an uninsured person. What am I to do for the next month?

Please understand, I know that insurance for Subs seems expensive, but the approximately \$19-\$23/hour we are paid is about what an ESP in the WCSD is paid. If we are working as many hours as a teacher (which we ALL know is more than 8/day), and getting paid like an ESP, as well as filling a hole that no one else can fill, don't we deserve some help? Teachers and 8hr ESPs are all benefitted employees, all we are asking is for a little bit of assistance, for those of us stepping into long term positions, to get some assistance paying for insurance through the Marketplace. We're not asking for insurance coverage; we just need some help making those dollars stretch a little bit further.

Thank you for listening. I pray that you can understand how important we have become to the education system, and assist us accordingly.

Sincerely,
Brandy C Franck

Via Email: AsmED@asm.state.nv.us
Assembly Education
Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747

RE: Letter in Support of Assembly Bill 282

Hello:

My name is Teresa Fullerton and I am writing in support of AB 282. Providing Nevada's long-term substitute teachers with health insurance is a benefit that I believe will assist with helping recruit and retain teachers like me.

I have been substituting for 4 years and am currently covering a 3 month maternity leave at Hummel Elementary. My husband is retired but I am several years away from qualifying for Medicare. This means I need to purchase my health insurance from the exchange. With my husband's social security and my income from teaching, our combined income, though meager, means I receive very little assistance in paying for the insurance. Teaching means I am working only to pay for insurance and I would be ahead if I STOPPED working.

The children need people like me, willing to work for very little in support of our kids. By providing a health insurance subsidy, you would certainly incentivize people like me to not only continue teaching, but to teach more days, rather than less.

I appreciate your time and consideration and ask you to support AB 282.

Sincerely,

Teresa Fullerton

My name is Patty Mitchell. I am and have been a substitute teacher for CCSD for over 4 years, after retiring as a teacher in the Chicago Public School System.

My letter of concern is to advocate for insurance for Substitute Teachers.

As substitute teachers we are exposed to the same conditions as the contracted employees.

We dedicate our time, efforts, energy and skill sets to be what the children of CCSD need. Yet the system falls short to acknowledge us in many ways.

Unlike the contractual teacher, we do not receive the much needed benefit days or insurances.

Not having these bring about hardships for most of us. As we are paid on an average of 16.00 an hour. We have families and living responsibilities just as others. Having insurance will allow us and our families to quality health care and reduce the financial strain that quite a few of us bear.

Please consider providing insurance coverage for substitute teachers as we are a vital part of the workings of CCSD.

Respectfully,

Patty Mitchell M. Ed.

Today is all you have, make the most of it...

Via Email: AsmED@asm.state.nv.us
Assembly Education
Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747
RE: Letter in Support of Assembly Bill 282

Hello:

I am writing in support of AB 282. Providing Nevada's long-term substitute teachers with health insurance will strengthen our education systems. I have been a long term substitute for the past decade. I have taken long term assignments for eight of those years. I rarely miss a day of work. I am a single mother of one. I have never qualified for medicaid or nevada check up as I make "too much". My son is overall pretty healthy. When needed I do take him in and pay overpriced visits out of pocket, usually to quickcare or urgent care. . Personally I do not take myself. I have unattended health issues that I have not checked up on. It is evident that it is affecting me physically but as it is not impeding on my daily life I carry on. I am also approaching the age of thirty six and feel it is essential I make my health a priority. I love my job, my school, and my students but I do not see myself continuing to be in this field if we do not get some sort of healthcare in place that doesn't cost me four days of work. What is currently offered to us is way beyond my means. I can not afford that "deal".

I believe creating more equitable working conditions for substitute teachers will make it clear that they are valued members of our community, and more subs may seek out licensure as a result. I truly believed that by now we would have been offered something, especially after covid. How are we supposed to maintain the health of our students and peers if we are unable to do so for ourselves?

Substitute teachers have an important role in our education system, especially those who are relied upon to fill lengthy vacancies. I agree that too many long-term substitute teachers are living close to the poverty line, but we can make sure that at least their health needs are being met.

Thank you for your time,
Erica Rojas-Cimental [CCSD]

Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747
RE: Letter in Support of Assembly Bill 282

Hello:

I am writing in support of AB 282. Providing Nevada's long-term substitute teachers with health insurance will strengthen our education systems. It will help draw in qualified substitute teachers to cover more absences, and doing so will go a long way toward treating these dedicated teachers with the respect they deserve.

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Substitute teachers have an important role in our education system, especially those who are relied upon to fill lengthy vacancies. Too many long-term substitute teachers are living close to the poverty line, but we can make sure that at least their health needs are being met.

Thank you for your time,

Veronica Garcia

Vincent Trigg

Hello there!

I have been a Guest Teacher with CCSD since March of 2016. I have been in long-term positions, as well as vacancies, for almost the entire time. I also work the new Summer Acceleration program that was started during the pandemic, along with ESY. I work in the summer, because I have to, and the sub group gets absolutely nothing but a pay check. We receive no such basics such as much needed Medical/Dental/Vision insurance. We receive no sick or vacation pay, of any kind. We receive no invite to join any type of retirement plan, although it is a much regarded fact that most Americans are inept and not financially sound when they do retire.

I'd like to share one particular year with you before Covid happened. I was asked to take a long-term position at a school I had spent a few years at in a vacancy. A teacher needed to take a long leave as her mother-in-law was ill. Her initial 3 month leave turned into a 7 month leave. I was the only educator the students had known since the first day of school. I did ALL the lesson plans, I did ALL of the report cards, grading, IEP meetings, progress reports, state assessments, school assessments, data collection, bought supplies out of my own pocket with no reimbursement, bought items for and produced our school approved holiday parties (there are times when families have little themselves and they cannot afford to contribute to such memorable social occasions for their children, yet, the teachers have to make up the deficit...) I even worked on report cards over 2 weeks of winter break as I had to grade actual papers before I could even start to tackle report cards. I got paid nothing over winter break. I got paid nothing past 7 hours and 11 minutes for working 14-16 hour days most of the time. I loved this group of students and I was very loved back by the parents and the students. I would attend PLC meetings, along with any meeting after school, for free. I watched children not only thrive and grow that year, but I sat and comforted students who had less than stellar home lives. I was blessed to work with a wonderful group of supportive educators.

Many times, I thought about quitting and going back to a prior field, instead of getting my licence. Unfortunately, my father fell ill, and I was his main caregiver. He wound up passing away. I had to take time off in the days after he passed. I wasn't granted Bereavement Pay, because CCSD considers subs an afterthought. I have sat back and watched the district's utter disregard for basic human rights and liberties. I kept telling myself, it will get better. Well, the pay didn't, and any answer to our over 5,000 strong sub group cries for relief, was denied and pushed under the rug. (There was a slight increase in pay last year, however, it is not equitable and fair, point blank, and extremely confusing to a lot of Office Managers to figure out as well...Talk to many subs about how our pay is still being paid wrong.) The one year I mentioned above, CCSD switched to a new system and many subs, myself included, had to wait over 8 weeks to receive back pay for being paid wrong. I was handed a list of food banks, if I needed help, when I went down to the district office to get a loan they offered while they fixed our pay. Disgraceful and disrespectful! Would you be OK with this if your lawmaker check didn't get processed properly? I can't answer for you, but probably not.

Passing AB 282 would just be scratching the surface. I would like to work on receiving my full licence, since, let's call it what is, many of us have been working for so long and actually are more than qualified. Health insurance is expensive. When I went to look into receiving Obamacare, I was quoted almost \$500 per month, this, at the time when sub pay rates were as low as \$90 per day, with a long-term pay increase of \$10 on the 11th day. Mind you, depending on the ever discriminatory practice of diluted sub rules, a school can choose to keep you at the long-term pay in the event you were sick, instead of bumping you down to start at Day 1 pay when you call out, for any reason. Day 1! Imagine that! Imagine working an entire school year with sick children that get sent to school to spread their germs, because it happens every single flu season, only to expect to not get sick, or need a personal day or have a family emergency. I have gone to work sick because I needed to pay my bills. Subs are not paper pushers. That narrative stops here! DO THE RIGHT THING TODAY! The situation will only get worse if educators in general keep getting pushed down.

Sincerely,

Shannon Brokaw
Proud Educator

Via Email: AsmED@asm.state.nv.us

Assembly Education

Legislative Building

401 S. Carson Street

Carson City, NV 89701-4747

RE: Letter in Support Of Assembly Bill 282

Hello,

I am writing today in support of AB282 which would provide Nevada's long term and vacancy teachers with a much needed health insurance subsidy. Currently there are far too many substitute/guest teachers providing the exact same education to our students as licensed teachers and not receiving any benefits, including health insurance.

My name is Maria Korte and I am a Substitute/Guest Teacher working for the Clark County School District. I have been guest teaching for over seven years in various elementary schools and taken several vacancy positions. As a vacancy teacher I am required to perform the same duties as a licensed teacher. Because I do not have a bachelor's degree in elementary education I receive nearly \$20,000 less in pay than a first year teacher. In my seven years I have acquired no sick days, personal days, vacation days or benefits.

Originally I began substitute teaching 2-3 days a week to help supplement my husband's income. Today, as a single parent I work 8-9 hours a day/five days a week in a vacancy position teaching Art in Elementary school. If I were not here, it's safe to say this school would not have an Art program with a licensed or even long-term/vacancy substitute. Teaching 600 children the required Art standards is no easy task and not for the weak at heart. In fact the last licensed teacher who held this position quit mid-year leaving the school with no Art class and classroom teachers were left selling their prep period to cover Art in their Specials rotation.

Due to the low amount of income I receive as a substitute/Guest teacher for CCSD I qualify for and receive Medicaid. In a matter of months I may or may not continue to receive Medicaid due to the raise substitutes received this last school year. I am worried my medicaid will be taken away because I make too much. I am also worried I can not afford what CCSD has offered me for working in a vacancy position. It would be absolutely impossible for me to pay my mortgage and monthly bills if I were to enroll in the insurance plan offered. The cost of covering myself and one additional

person is \$692.06 per month. This plan does not include dental or vision coverage. I have recently come to find out a licensed teacher paying the highest tier insurance provided by Teachers Health Trust contracted with UMR pays \$766 per month for up to five people and this includes dental and vision. So not only do substitute/Guest teachers receive no benefits, the insurance plan we are being offered is impossible to afford.

Please pass this bill. Thank You.