SCHOOL DISTRICT	# DAYS NO SUB AVAILABLE 2016-17	SUB PAY	WHAT DOES CLASS DO IF NO SUB IS AVAILABLE	HOW DO YOU ATTRACT NEW SUBS?	USING TECHNOLOGY TO HELP? HOW?	OTHER COMMENTS
Averill Park		non-certified teachers $100 per day; certified teachers $125 per day; retired teachers earn $175 per day.	If we don't find a substitute, we reassign other faculty members and pay them for the prep time they are missing.	We actively recruit using local newspapers, an online application service, our website and periodically contacting local colleges. We employ many alumni while they are in college (during school breaks) and invite retirees to remain on our active sub roster.	We are not using technology to replace the need for an adult in the classroom.	
East Greenbush	We don't have that data readily available. For today, we had 10 classrooms across our seven schools in which we could not find a substitute teacher	$105 per day	We are fortunate that many of our teaching assistants have teacher certifications so we use them to cover classrooms.	Advertising on OLAS, Indeed and our school website, going to job fairs and working with other school districts.		
Glens Falls		We pay certified substitute teachers $106 per day and uncertified subs $82	we shift existing staff to cover the class	uses BOCES		
Hudson	Every year gets worse unfortunately and certain times of the year are worse. For example, near Christmas break it is tough with more absences to fill. I'm not sure honestly how many times we were unable to find a sub, but I can say increasing the 40-day limit for non-certified subs has helped a lot.	We pay non-certified subs $90/day and certified subs $100/day. Retired teachers are paid $105/day	If we can't find a substitute for secondary classes, we cover with other teachers who have a prep and they get paid per their contractual rate. We try to cover first with other substitutes between buildings and we sometimes we are creative and share subs period by period. We cannot do this at the elementary level, however, where the students are contained within one classroom most of the day.	We increased our daily rate to be more in line with area districts. We advertise often. We hold sub orientation sessions to help the subs feel at home.	We do not use an automated substitute program if that's what you mean be this question. We find the "personal touch" with a live person calling subs to fill openings more beneficial in our district. We do use social media to advertise openings, however.	

Johnstown	Over the course of the 2016-2017 academic year, there were 90 total absences across all 5 of our buildings for which we were unable to secure a substitute teacher.	$92 per day	The principals employ creative solutions in an attempt to cover an absence that is not filled by a substitute teacher. In some cases, a teaching assistant from another area can be re-assigned to cover the class. In other cases, teachers from other classrooms are assigned to cover the absence during their preparation periods. Principals cover classes on occasion to ensure that the students are continuing to receive instruction. Sometimes groups of students are re-assigned to other classrooms where the same content is being taught. If there are no other viable solutions, the students may be moved to study halls.	Our district participates in a regional substitute service, so the recruiting and hiring of substitutes is done primarily by our local BOCES. However, in light of the substitute shortage, we have been investigating some other solutions. We have an active ongoing dialogue between our administration and our teachers' union to brainstorm creative ideas to recruit substitutes. Our teachers and administrators have reached out to teachers who have retired from our district who are still in our area to personally ask them to consider signing up to be substitute teachers. Once those teachers are officially part of the substitute service, our teachers contact those retired teachers to ask them to fill in for absences.	We are not using technology specifically for the purpose of dealing with the substitute shortage. However, the way that many of our teachers have integrated technology into their regular lesson plans and unit plans facilitates instruction when a substitute is in the classroom. For example, many of our teachers have online classrooms. Through those online classrooms, teachers are able to provide multimedia content to supplement in-class instruction. They are also able to deliver assignments to students and accept assignment submissions from students online. This allows the teacher to set up a lesson and/or assignment that effectively enables the students to work productively in the event of a teacher absence. These online classrooms require a great deal of advance preparation on the teacher's part, but they are willing to commit to that work because the benefits for our students are so great, far beyond just the benefit of being productive during a teacher absence.	
Middleburgh	Middleburgh Central School District was unable to find a substitute teacher about one day every other week during the 2016-17 school year.	Middleburgh Central School District pays certified substitute teachers $93/day, and pays uncertified substitute teachers $75/day.	If the district is unable to find a substitute teacher for the class, it will be divided up between other teachers or substitutes to continue instructional time.	We have a list of substitute teachers who work with our district. The district also advertises for substitute teachers in a variety of ways.	We are not, but many districts in the area are. Capital Region BOCES maintains a list of substitute teachers and districts on something of an auto-call system. However, many substitutes who are part of that system do not want to drive out to Schoharie County, so we do not use it.	See email - too much to copy here
North Colonie	About 16% of our vacancies were unfilled last year	$105/day certified, $95/uncertified	Other teachers are used to cover the class such as special area teachers, remedial reading, support teachers, etc. Sometimes the principal will cover a class.	We recruit through social media, the use of BOCES sub system, job postings, and we reach out to retired teachers.	As previously stated, we rely on social media - such as postings on Facebook and Twitter.	
Schenectady	The sub fill rate varies day to day. Approximate rough average: 60-70% of the jobs filled last year.	$95 uncertified—can work up to 90 days, $112 certified, $114 retired teacher	Each building handles this differently	We subscribe to the BOCES sub service. They handle the substitute coordination for us. We have had them out to some SCSD job fairs to talk to potential subs	The BOCES sub finder is an online service and there is also an app that teachers and subs can use	

Schoharie	This issue seems to have escalated this year. Last year we really did not seem to have such a significant issue.	Our current rates of pay are as follows: Certified Instructional Sub $95.00; Instructional Sub with 4 year degree $85.00.	If we can't find a we're able to pay a Schoharie teacher to cover a class so the class doesn't go uncovered.	We are working with our principals and communications team to get the message out on our webpage and lawn sign. Just this week we had a discussion and began to craft our message to get more attention to this issue.		The teacher shortage in recent years is very concerning as we are seeing a great impact on our ability to hire substitutes. It's no surprise that we are struggling to find substitutes when we do not have enough teachers to fill vacancies in key areas. In Schoharie we use the Capital Region BOCES Substitute Service to fill vacancies each day. We are working with BOCES to try to get more people to substitute here in Schoharie.
South Colonie	They always have a sub when we need one	Certified subs get $113.00 per day -- Uncertified subs get $98 per day	Always have a sub again			
Watervliet	Almost daily. Especially on Fridays.	$95 a day	Pay teachers to sub during their planning periods.	We contract through BOCES substitute service	NA	