

108TH CONGRESS  
1ST SESSION

# H. R. 3008

To direct the Secretary of Education to establish a competitive demonstration grant program to provide funds for local educational agencies to experiment with ways to alleviate the substitute teacher shortage, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 4, 2003

Mr. LANGEVIN (for himself, Mr. TOWNS, Mr. NADLER, Mr. HINOJOSA, Mr. ACEVEDO-VILÁ, Mr. ETHERIDGE, Ms. DELAURO, Ms. MILLENDER-MCDONALD, Ms. LINDA T. SÁNCHEZ of California, Mr. McNULTY, Mr. FROST, and Mr. SKELTON) introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To direct the Secretary of Education to establish a competitive demonstration grant program to provide funds for local educational agencies to experiment with ways to alleviate the substitute teacher shortage, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “No Substitute for  
5 Quality Teaching Demonstration Act”.

1 **SEC. 2. FINDINGS.**

2 The Congress finds the following:

3 (1) Each day about 5 million children walk into  
4 274,000 classrooms nationwide and find a substitute  
5 teacher. Students will spend the equivalent of one  
6 full year with a substitute teacher before they grad-  
7 uate from high school.

8 (2) Virtually every State in the country is fac-  
9 ing a substitute teacher shortage, a problem that  
10 has been exacerbated by increased demand for pro-  
11 fessional development opportunities for teachers, in-  
12 cluding the professional development requirements  
13 included in the Elementary and Secondary Edu-  
14 cation Act of 1965, as amended by the No Child  
15 Left Behind Act of 2001.

16 (3) In 73 percent of school districts, there is an  
17 immediate, urgent need for substitute teachers.

18 (4) Nationwide, substitute teacher salaries aver-  
19 age only \$65 per day. In rural areas, rates are often  
20 as low as \$40. Rarely do substitutes receive benefits.

21 (5) This shortage is likely to grow to a crisis  
22 level within the next 10 years, as an acute shortage  
23 of substitute teachers develops because an unprece-  
24 dented number of children will enter our schools.

25 (6) The substitute teacher shortage has lead  
26 schools to relax their requirements and hire sub-

1        substitute teachers that are often underqualified. In all  
2        but one State, substitute teachers need no teaching  
3        certification.

4            (7) In 28 States, principals may hire anyone  
5        with a high school diploma or a general equivalency  
6        diploma (GED) who is age 18 years or older.

7            (8) Nearly 12 percent of districts do not require  
8        substitute teachers to fill out a job application.

9            (9) Over half (56 percent) of school districts  
10       never have a face-to-face interview with potential  
11       substitutes.

12           (10) In 30 percent of all school districts, no  
13       background checks are conducted on applicants for  
14       substitute teaching positions, and only half the dis-  
15       tricts check applicants' references.

16           (11) Poorly trained substitute teachers have a  
17       negative impact on student academic performance.

18           (12) States with lower academic achievement  
19       are twice as likely to allow less qualified substitutes  
20       in the classroom. Nine out of the ten lowest-ranked  
21       States in National Assessment of Educational  
22       Progress (NAEP) testing allowed substitute teachers  
23       with only a high school diploma to teach in their  
24       schools. In each of those States, education spending  
25       is thousands of dollars below the national average.

1           (13) Of the top 25 States in education spend-  
2           ing, 9 require at least a college degree for substitute  
3           teachers.

4           (14) In 77 percent of school districts across the  
5           country, substitute teachers are given no training at  
6           all.

7           (15) Alleviating the substitute teacher crisis  
8           would free up precious time for other teachers to  
9           spend in professional development programs.

10 **SEC. 3. DEMONSTRATION GRANT PROGRAM AUTHORIZED.**

11           Subject to the availability of appropriations, the Sec-  
12           retary of Education shall establish a competitive dem-  
13           onstration grant program to provide grants for a single  
14           academic year directly to not fewer than 50 nor more than  
15           100 local educational agencies (as that term is defined in  
16           section 9101 of the Elementary and Secondary Education  
17           Act of 1965), or to regional consortia of such agencies  
18           acting together, that vary geographically and  
19           socioeconomically, to enable such agencies or consortia to  
20           experiment with ways to alleviate the substitute teacher  
21           shortage described in section 2.

22 **SEC. 4. SELECTION OF GRANT RECIPIENTS.**

23           In selecting grant recipients under section 3, the Sec-  
24           retary of Education shall select applicants that, collec-

1 tively, will explore a range of options for addressing the  
2 substitute teacher shortage, such as—

3           (1) developing a public relations campaign tar-  
4           geted at likely substitute teacher candidates (such as  
5           retired teachers);

6           (2) establishing permanent substitute teacher  
7           pools;

8           (3) addressing issues that hinder the ability of  
9           administrators to find qualified substitute teachers;  
10          or

11          (4) increasing the availability of content and  
12          skills training for substitute teachers.

13 **SEC. 5. REPORT TO CONGRESS.**

14          Not later than 1 year after the date the last grant  
15          made under section 3 expires, the Secretary of Education  
16          shall submit a report to the Congress describing the find-  
17          ings and results of the demonstration program under this  
18          Act, including—

19               (1) the programs or methods that best allevi-  
20               ated the substitute teacher shortage, and where  
21               those programs or methods worked best; and

22               (2) the impact of economic conditions on the  
23               quality and availability of substitute teachers.

1 **SEC. 6. RULEMAKING AUTHORITY.**

2       The Secretary of Education may prescribe rules to  
3 carry out this Act.

4 **SEC. 7. AUTHORIZATION OF APPROPRIATIONS.**

5       There are authorized to be appropriated to carry out  
6 this Act \$5,000,000 for fiscal year 2005.

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