

**Kadee Anstadt, Ed.D.**  
**Superintendent/CEO**  
**Administration Office & Board of Education**



Chair Brenner, Vice Chair Blessing, Ranking Member Fedor, and members of the Senate Primary and Secondary Education Committee. Thank you for the opportunity to speak to you today regarding House Bill (HB) 583. I am Dr. Kadee Anstadt, Superintendent for the Washington Local Schools, an urban district of just under 7,000 students in Toledo, Ohio. I am writing to testify in support of HB 583.

Even before the pandemic, Washington Local Schools had difficulty finding substitute teachers. We have stayed current with the market substitute rates, offered incentives for subs in long-term positions, and have recruited widely. The ability for student-teachers to sub has alleviated some of the difficulty, but certainly not all. The current flexibility has helped us remain open.

In October, we had to close school on a Friday due to a shortage of staff. Our teachers have gone without their normal contracted planning times for weeks at a time this year. To alleviate this issue, we now early-release our students every Friday to ensure teachers are receiving their mandated planning time. It's a creative solution, but not one we want to continue as it is burdensome to working families with young children.

We have been blessed to have top-notch substitute candidates apply and we implore you to continue to allow reasonable flexibility in substitute licensure. As pay rates in private industry top anything a public school could offer, we need this continued flexibility.

Only 30% of the people in our entire city have a bachelor's degree. Finding substitute teachers who are degreed coupled with a very low unemployment rate will continue to be a problem. Please give districts the discretion to hire excellent substitute employees by considering HB 583.

Special thanks to Representatives Bird and Jones for sponsoring this bill. We are hopeful that this bill can become law before the 22-23 school year begins so we can begin recruiting now. Please contact me if you have any further questions at [kadee@wls4kids.org](mailto:kadee@wls4kids.org) or 419-407-4070.

Sincerely,

A handwritten signature in black ink, appearing to read "KA" followed by a stylized flourish.

Kadee Anstadt, Ed.D.  
Superintendent/CEO

**EVERY STUDENT MATTERS; EVERY MOMENT COUNTS.**

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