

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



March 7, 2022

Chair Manning, Vice Chair Bird, Ranking Member Robinson, and members of the House

Primary and Secondary Education Committee. I am writing today regarding House Bill (HB) 583. I am Dr. Kadee Anstadt, Superintendent for the Washington Local Schools in Toledo, Ohio. I am writing in support of HB 583. Washington Local sits in the city of Toledo and has just under 7,000 students. There are over 2,200 students at Whitmer High School and we are so proud of our Career Tech Center.

Even before the pandemic, we had difficulty finding substitute teachers. We have stayed current with the sub rates, offered incentives for subs in long-term assignments, 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. To alleviate this issue, we now have to 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 implore you to continue to allow reasonable flexibility in substitute licensure. As pay rates in private industry top anything a public school could imagine offering, 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 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.

Thank you for your time and attention. Please feel free to contact me with any questions committee members might have.

Sincerely,

  
Kadee Anstadt, Ed.D.  
Superintendent/CEO

**EVERY STUDENT MATTERS; EVERY MOMENT COUNTS**

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