

**Senate Bill 241**  
**Healthy Working Families Act – Applicability**

Frederick County Board of Education  
Support

As members of the Frederick County Board of Education, we would like to add our support to passage of this bill. Substitutes are a necessary and vital part of our ability to keep the school system running. In other businesses an employee's work will wait until that person returns from an absence; that is not the case with classroom teachers, special education teachers, assistants, or other personnel who are directly responsible for students. There must always be an adult there to supervise and monitor students. Without substitutes it would be nearly impossible to function as a school system, with our primary goal being to maintain good instruction and a safe environment for our students.

Substitutes decide which schools they will work in, what days they will work, and some even decide which teachers or other school personnel they will substitute for. Whether they work or not is totally at the individual's discretion. Their specific purpose is to take the place of a regular employee when that employee is absent for any reason. It seems perplexing that a school system would now have to pay a Substitute for being absent due to illness.

Frederick County Public Schools has a group of employees titled Resident Substitutes. These individuals are assigned to a specific group of schools and the expectation is that they will work all of their contracted hours. We would not include Resident Substitutes as a group that is affected by this legislation because the criteria in the bill do not apply to them. Although they may not be in the same school or classroom on any given day, they still work the same hours as the regular employees and are ready to fill in at a moment's notice.

We have fully supported sick leave for our regular employees for many years. Providing this service for Substitutes seems illogical to the members of our School Board on behalf of Frederick County Public Schools. Thank you for your time and attention to this matter.