

Highlights

Board Acts to Improve Substitute Recruitment and Retention

At its Legislative Meeting on January 26, the RTMSD Board of Directors approved an increase in the daily pay rates for substitute teachers, effective February 1, 2023. The new rates are \$130 daily for day-to-day substitute teachers, \$150 per day for building substitute teachers, and \$180 per day for short-term substitute teachers working in the same assignment for more than five days. The Board also increased the paraprofessional substitute rate to \$18 per hour.

Like many school districts in Pennsylvania and nationwide, RTMSD is experiencing difficulty recruiting and retaining substitute teachers. Prior to the board-approved increase, the district's substitute teacher compensation was in the bottom third in Delaware County. With the increase, RTMSD's substitute teacher compensation will be in the top third.

For more information, read the [news article](#) on the RTMSD website or visit our [Office of Human Resources webpage](#).

Thank You to Our Amazing Substitute Teachers!



The Rose Tree Media Board of School Directors held a Legislative Meeting on January 26, 2023

Board of Education Members

Theresa Napson-Williams
President

Ken Dinitz
Vice President

Hillary Fletcher
Jackie Gusic

Susan Henderson-Utis

Shelley Hunt

Robert Kelly

Susan Layne

Kelly Schaffer

Student Liaisons

Joy Chen

Jason Lanka

Neil Sen

Acting Superintendent

William Dougherty

More information available at
www.rtmsd.org/domain/60

January Marks School Board Recognition Month

To mark Board of School Directors Recognition Month in January 2023, Acting Superintendent William Dougherty recognized RTMSD school board members for volunteering more than 20 hours per month “to provide governance that ensures a clear, shared vision of public education for our schools.”

The RTMSD Board of School Directors is composed of: Theresa Napson-Williams, President; Ken Dinitz, Vice President; Hillary Fletcher; Jackie Gusic; Susan Henderson-Utis; Shelly Hunt; Robert Kelly; Susan Layne; and Kelly Schaffer.



Educational Equity Policy Approved by Board

The Rose Tree Media School District Board of School Directors adopted a new policy focused on educational equity at its Legislative Meeting on January 25. The board adopted this policy “to support the principle of educational equity that allows all learners to make progress in the areas of academic, social, and emotional functioning based on each individual student’s strengths and needs, in a safe and inclusive school community.”

More information can be found in the [RTM Board Policy Manual](#). Policy 832 (Educational Equity) can also be found as Attachment A in the [January 2023 Legislative Meeting Agenda](#).

Points of Pride

- During his January report, Acting Superintendent William Dougherty expressed gratitude and appreciation for “the kindness and generosity that was demonstrated over the winter holiday and the MLK Day of Service.” Through the efforts of RTMSD's Home and School Visitor, Bernadette Dacanay, the district and its community partners were able to provide gifts, supplies, and financial support to over 200 families.
- For the third time, [Springton Lake Middle School](#) has been named to the list of [Don Eichhorn Schools to Watch](#) in Pennsylvania! The recognition comes from the Pennsylvania Association for Middle Level Education and reflects the school’s high levels of academic excellence, developmental responsiveness, social equity, and organizational structures and processes.

More information available at
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