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**Substitute School District Assignments**

**Can Lead To Permanent Employment**

Here’s good news for individuals who are seeking a new job with the start of the new year. It’s no guarantee but for many permanent staff positions in the Dearborn Public Schools, taking a position as a substitute eventually leads to permanent employment and the time to apply is now! The District is actively seeking qualified candidates to be substitute teachers, paraprofessionals, food service workers, bus drivers, bus attendants and custodians.

Working as a substitute provides individuals with the opportunity to experience being a part of the Dearborn Public Schools team without making a commitment to a full time position. For those seeking permanent employment, working as a substitute is a great way to demonstrate abilities and talents to those making hiring decisions. This also is a great opportunity for retirees who do not wish to return to permanent employment but would still like to remain an active member of the workforce.

Dearborn, along with hundreds of districts in Michigan, Indiana, and Tennessee, has a partnership with Professional Educational Services Group or PESG to fill most substitute staffing needs. Those who would like to apply to become a substitute teacher, paraprofessional, or food service worker must submit applications at the PESG website, [www.subpass.com](http://www.subpass.com).

Substitute custodians, bus drivers, and bus attendants should apply directly on the Dearborn Public Schools website: [humanresources.dearbornschools.org/](http://humanresources.dearbornschools.org/).

All substitute applicants must pass a background screening, be fingerprinted under the State of Michigan Child Safety Legislation, and be approved by a school district before beginning employment with PESG and its Family of Companies.

Substitute teachers do not need a teaching certificate but must have completed at least 90 credit hours at an accredited university. Paraprofessional substitutes must have a high school education or equivalent. They assist teachers in special education and/or regular education classrooms, providing assistance in meeting the physical, emotional, nutritional, and management needs of students.

For bus drivers, the district will provide training however applicants must then obtain the required licenses. Bus attendants accompany the driver, assisting students and maintaining order on the bus.

Find out about current job openings and hourly pay rates in the Dearborn Public Schools at [humanresources.dearbornschools.org/](http://humanresources.dearbornschools.org/) **or** call the Human Resource Office at 313-827-3002**.**

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