

BOARD MEMO – ACTION ITEM



To: Board of Education

From: Cody Martzluf, Superintendent

Date: Tuesday, September 22, 2026

RE: Substitute Pay Rates

PUTNAM COUNTY COMMUNITY UNIT SCHOOL DISTRICT #535

*Providing Foundations Together,
Cultivating Individual Growth*

Recommendations:

Approve substitute pay rates as presented.

Background:

- As part of our ongoing review of substitute compensation and our ability to attract qualified candidates, I reviewed substitute teacher rates and educational support staff hourly rates in surrounding school districts.
- Recent published rates in the LaSalle–Peru area generally range from approximately \$115 to \$140 per day. Putnam County's current rate is competitive within the region; however, several neighboring districts are at or above \$130 per day.
- Long-term teacher substitutes assume responsibilities beyond those normally expected of a daily substitute, including lesson planning, grading, communication with families, and other classroom responsibilities. I believe our compensation structure should continue to recognize that distinction.

Position	Current Rate	2026-2027	2027-2028	2028-2029
Teacher	\$133/day	\$138/day	\$144/day	\$150/day
Teacher Long Term	\$237.55/day	\$247.05/day	\$256.93/day	\$267.21/day
Paraprofessional	\$16.00	\$18.00	\$19.00	\$20.00
Media/Tech Aide	\$16.00	\$18.00	\$19.00	\$20.00
Cook	\$16.00	\$18.00	\$19.00	\$20.00
Custodian	\$17.95	\$18.95	\$19.95	\$20.95
Secretary	\$17.45	\$18.45	\$19.45	\$20.45
Nurse	X	\$198/day	\$206/day	\$214/day

School District	Daily Substitute Rate	Classification	Hourly Rate	PC #535 Starting Rate
Streator Township High School #	\$140	Paraprofessional	\$20–\$25/hr	20.25
LaSalle Elementary #122	\$135	Media Aide	\$20–\$25/hr	21.25
Putnam County CUSD #535	\$133	Secretary – 200 day	\$20–\$25/hr	23.75
Woodland CUSD #5	\$130	Secretary – 220 day	\$22–\$27/hr	23.75
Seneca Township High School #16	\$130	Custodian	\$19–\$24/hr	23.75
Oglesby Elementary #125	\$120	Cook	\$21–\$23/hr	20.25
Seneca Grade School #170	\$120			
Streator Elementary #44	\$120			
Ottawa Elementary #141	\$115			