



BOARD OF EDUCATION
School District 45, DuPage County
Villa Park, Illinois

Subject: Approve 2025-2026 Pay Rates for Part-Time, Temporary/Substitute and Other Support Positions

Date: May 20, 2025

It is recommended by the Superintendent that the Board of Education approve the 2025-2026 Pay Rates for Part-Time, Temporary/Substitute, and Other Support Positions. Rates are effective August 11, 2025, through the day before the first contractual teacher work day for the 2025-26 school year.

Position	2024-2025	2025-2026
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Crossing Guard, Bus Monitor

Crossing Guard	\$26.55/hour	\$27.37/hour
Bus Monitor	\$16.50/hour	\$17.01/hour

Lunchroom Supervisor (non-teaching/contractual stipend)

Year 1 (also substitute rate)	\$16.50/hour	\$17.01/hour
Year 2	\$16.89/hour	\$17.41/hour
Year 3	\$17.34/hour	\$17.88/hour
Year 4	\$17.81/hour	\$18.36/hour
After Year 4	\$18.89/hour	\$19.48/hour

Elementary Lunchroom Head Supervisor

Years 1 and 2	\$20.84/hour	\$21.49/hour
After Year 2	\$21.68/hour	\$22.35/hour

Sub Caller

	\$5280.00/annual*	\$5280.00/annual*
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Bilingual Translators

Non-certified	\$22.08/hour	\$22.76/hour
Certified	\$39.00/hour*	\$39.00/hour*

Homebound Tutors

	\$39.00/hour*	\$39.00/hour*
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Position**2024-2025****2025-2026****Substitute Teacher/Assistant w/PEL or Sub License**

First 20 days	\$130.00/day		\$134.03/day
Day 21 and after	\$145.00/day		\$149.50/day
Permanent Sub	\$166.00/day		\$171.15/day
Legacy Sub (Day 400 and after)	\$180.00/day*		\$180.00/day*
Retired District 45 Teacher	\$205.00/day*		\$205.00/day*
Long-term (10 or more consecutive days in same certified assignment)	\$281.32/day*		\$281.32/day*
Retired District 45 Teacher Long-term (10 or more consecutive days in same certified assignment)	\$345.00/day*		\$345.00/day*

Substitute Program Assistants (ELS-Para only)

	\$17.40/hour		\$17.94/hour
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Long Term Substitute Program Assistant

with PEL or SUB License (10 or more days in same non-certified assignment)	\$146.00/day		\$150.53/day
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Substitute Health Assistants (ELS-Para only)

	\$17.40/hour		\$17.94/day
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Substitute Nurse

RN	\$28.08/hour		\$28.95/hour
LPN	\$18.92/hour		\$19.51/hour
Long-Term Nurse - 10 or more days in the same assignment	\$46.00/hour		\$47.43/hour

Substitute Custodian

Hourly rate of Step E on Custodial/Maintenance Salary Schedule			
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Substitute Secretary

First 20 days	\$130.94/day		\$135.00/day
Day 21 and after	\$146.25/day		\$150.78/day
Long Term Secretary – 10 or more days in same assignment	\$172.18/day		\$177.52/day

Summer School, After School Tutoring, Curriculum Planning (Teaching Extra-Duty Rate)

Teachers/Nurses	\$39.00/hour*		\$39.00/hour*
Substitute Teachers/Nurses	\$20.07/hour		\$20.69/hour

Non-Teaching Extra-Duty Rate

Teachers	\$19.50/hour*		\$19.50/hour*
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Position**2024-2025****2025-2026****Summer School, After School Tutoring/Activities**

Assistants/Secretary	\$19.62/hour		\$20.23/hour
Substitute Assistants/Secretary	\$15.00/hour		\$15.47/hour

Health Office Monitor

	\$21.35/hour		\$22.01/hour
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Social Work Intern

	\$3,000/semester		\$3,000/semester
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Buildings & Grounds/Summer Crew

Year 1	\$15.00/hour*		\$15.00/hour*
Year 2	\$15.25/hour*		\$15.25/hour*
Year 3	\$15.50/hour*		\$15.50/hour*
Year 4	\$15.75/hour*		\$15.75/hour*
After year 4	\$16.00/hour*		\$16.00/hour*

Summer Plug-In Project

Year 1	\$15.33/hour		\$15.81/hour
Year 2 or more	\$18.40/hour		\$18.97/hour

* denotes rates that are frozen, rounded/truncated, or determined based on an increase other than 3.1% (e.g., contractual definitions, minimum wage requirements, etc.)