



# Oak Park Elementary School District 97

260 Madison Oak Park Illinois 60302 ph: 708.524.3000 fax: 708.524.3019 www.op97.org

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MEMO:

To: Board of Education  
From: Human Resources Department  
Date: August 10, 2021  
RE: Increased Compensation for Permanent Substitutes 2021-2022

In the July 30, 2021 weekly update to the Board, we provided additional information as it relates to staffing Permanent Substitute Teachers for 2021-2022 School Year. We are asking the Board to consider and approve the daily rate increase of \$180 for the reasons detailed below:

*"The Human Resource Department and building principals are having much difficulty hiring permanent substitute teachers for FY 22. At this time, we have only been able to hire four permanent substitute teachers. Many of them have shared their concern regarding the reduction in pay to \$150 per day. Some of them have also shared they would rather be a long term substitute now because that pay is \$180 daily. Only two of the permanent substitutes opted in for the medical benefits last year. Therefore, we will be proposing to the Board on August 10th the daily rate for permanent substitute teachers be returned to the \$180 daily rate but not include any benefits to be able to fill the twenty-two positions that are still available. The additional cost is: \$146,950.83."*