



Intermediate School District 917

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1300 145th Street East, Rosemount, MN 55068

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To: ISD 917 School Board

Date: August 4, 2026

Memo: Proposal of Substitute Pay Rates for 2026-2027 for Licensed Staff and ESP's

- New rates are effective August 1st, 2026

	FY27	FY26 previous year
Licensed Substitute Pay Rate	\$35.50/hr • Based on estimated hourly rate for BA, Step 1 of the 2025-26 teacher salary schedule	\$35.00/hr
Short-Call Substitute License (current employees who fill a teacher role with a short call license)	\$35.50/hr or, \$4.00/hr • above the employee's current hourly rate, whichever pay rate is higher	\$35.00/hr
Licensed Retiree Substitute Pay Rate	\$37.50/hr	\$37.00/hr
Categorical SpEd Licensed Substitute Pay Rate	\$40.00/hr • Categorical Special Education licenses do NOT include ABS (academic behavioral strategist)	\$39.00/hr
Non-Licensed Education Support Professional (ESP) Pay Rate	\$23/hr • Step 1 of the ESP salary schedule for 2026-27 per contract language \$26.34/hr • Step 1 for ISPs, BSPs & SFSPs	\$22.55/hr

Kelly Education Services Year End Data - Substitute Rates of Pay from metro school districts

- Average teacher daily substitute rate - \$200-\$250 per day or \$28.57/hr - \$35.71/hr (includes retired teacher rates of pay)
- Average paraprofessional hourly substitute rate - \$19.50/hr - \$23/hr

