



# River Trails School District 26

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## MEMORANDUM

**TO:** The Board of Education

**FROM:** Jodi Megerle, Superintendent

**DATE:** July 9, 2024

**SUBJECT:** Recommendation to Increase Substitute Rate of Pay

### Background Summary

Last year, the Board of Education approved the following changes to the substitute rate of pay with the goals of increasing the number of substitutes overall, offering a competitive wage, and increasing the number of substitutes reaching the 30 and 70 day threshold.

- Increase the daily rate to \$130 per day.
- Provide key bonuses
  - \$300 at 30 days
  - \$500 at 70 days
  - \$500 at 100 days

### Data and Information

#### Past Daily District 26 Substitute Rates: Teacher and Teacher Aides

	2016-2017	2017-2018	2018-2019	2020-2021	2021-2022	2022-2023
Daily Rate	\$100	\$110	\$110	\$110	\$120	\$120
Rate After 30 Sub Days	\$110	\$120	\$120	\$120	\$130	\$130

#### Comparison from FY23 to FY24

	FY23	FY24	Differences
Total Days Requiring Substitutes	1023.5	1176.5	+ 153 Days
Total Number of Available Substitutes	41	46	+ 5 Subs
Number of Subs that Worked At Least 1 Day	31	40	+ 9
Number of Subs at 30 Days	12	14	+ 2
Number of Subs at 70 Days	2	5	+ 3
Number of Subs at 100 Days	2	2	No Change

**Budget and Funding:** Each school creates a line item in their budget to cover daily sub rates. For the past several years, school budgets had unexpended funds in their accounts at the end of each fiscal year, which will cover the proposed rates.

**Proposal:** Continue this rate of pay and bonus structure to monitor the data for an additional year.