



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

August 20, 2024

TO: Board of Education
FROM: Eric Rogers
SUBJECT: Substitute Teacher Compensation

The District has been analyzing substitute teacher pay rates over the past school year due to the difficulties hiring and retaining substitute teachers. Upon review of the District substitute teacher pay rates, the last time pay was addressed was during the 2021-22 school year where pay increased from \$110 to \$115 per day. To help better understand what surrounding districts pay their subs, a survey was conducted ([please see attached](#)).

District 76 is currently near the bottom of daily substitute teacher compensation for area school districts and the median pay rate is \$126 per day. In order to be able to remain competitive hiring and retaining staff I am recommending raising the pay rate to \$130 per day. I believe this puts the District in the best position to aggressively pursue substitute teachers for the upcoming school year and beyond.