

To: Board of Education

From: Margo Empen, Superintendent

Subject: Action Item – Approve the Sub Teacher Rates for the 2025-2026 School Year
– May 21, 2025

PROPOSED MOTION BY THE BOARD OF EDUCATION

That the Board approves the sub teacher rates for the 2025-2026 school year, as presented.

Moved by _____; Seconded by _____

YEA	NAY	YEA	NAY
_____ David Fritts	_____	_____ Brandon Rogers	_____
_____ Melissa Gates	_____	_____ Jon Wadsworth	_____
_____ Kathleen Schaefer	_____	_____ Linda Wegner	_____
_____ Linda LeBlanc-Parks	_____		

Background: The following information was provided by Mr. Campbell:

In accordance with Dixon Public Schools #170 Board of Education Policy 5:220 – Substitute Teachers

· The Board establishes a daily rate of pay for substitute teachers.

Below is a summary of the FY 25 substitute teacher rates which were approved by the Board at the May 15, 2024 Board meeting. It is the recommendation of District Administration to keep the substitute teacher rates of pay the same for the 25/26 SY.

Sub Teacher: Non-Retired plus TRS paid on behalf of employee

Daily Rate \$125.00 (0-10 days) – does not have to be consecutive days

\$135.00 (11-20 days) – does not have to be consecutive days

\$145.00 (21+ days) – does not have to be consecutive days

Sub Teacher: Retired no TRS to be paid

Daily Rate \$140.00 (0-10 days) – does not have to be consecutive days \$150.00 (11-20 days) – does not have to be consecutive days

\$160.00 (21+ days) – does not have to be consecutive days

Long Term Sub:

\$215/day 10 consecutive days or more for the same

teacher. Pay is based on the FY 2025 entry level contract of \$38,696 divided by 180 days. Pay is retroactive from first day of each long-term period.

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Hard to Fill Substitute Teacher – Deemed Hard to Fill by the Superintendent

Sub Teacher: Non-Retired

Daily Rate \$215 plus TRS paid on behalf of employee

Sub Teacher: Retired

Daily Rate \$215 no TRS to be paid

Tutor Rate:

Hourly Rate \$35 plus TRS paid on behalf.

Per DEA Bargaining Contract.

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