

# DIXON PUBLIC SCHOOLS #170

*"A Place to Grow"*

[www.dps170.org](http://www.dps170.org)

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Margo Empen, Superintendent  
Doug Stansford, Asst. Superintendent  
Marc Campbell, Business Manager

Date: May 13, 2026  
To: Board of Education Members  
From: Margo Empen, Superintendent & Marc Campbell, Chief School Business Official  
RE: Board Action: Approve the FY 27 Substitute Teacher Rates

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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 26 substitute teacher rates which were approved by the Board at the May 2025 Board meeting. It is the recommendation of District Administration to keep the substitute teacher rates of pay the same for the 26/27 SY.

**Sub Teacher: Non-Retired Daily Rate: (plus TRS paid on behalf of employee)**

- \$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 Daily Rate: (no TRS to be paid)**

- \$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: Daily Rate**

- \$250/day (10 consecutive days or more for the same teacher.)
- Pay is based on the FY 2027 entry level contract of \$45,007 divided by 180 days.
- Pay is retroactive from first day of each long-term period.
- This is also the rate for permanent subs for the District.

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

**Sub Teacher: Non-Retired** - Daily Rate = \$250 plus TRS paid on behalf of employee

**Sub Teacher: Retired** - Daily Rate = \$250 no TRS to be paid

**Tutor Rate:** Hourly Rate = \$35 plus TRS paid on behalf. Per DEA Bargaining Contract.

*Dixon Public Schools, in cooperation with the community, will provide students with a comprehensive educational program that produces well-educated, self-sufficient, and involved citizens.*