



Oak Park Elementary School District 97

To: Members, Board of Education
 Dr. Ushma Shah. Superintendent

From: Dr. Tim Kilrea, Co-Interim Senior HR Director
 Cathie Pezanoski, Co-Interim Senior HR Director

Date: November 10, 2022

Re: Increase of Substitute Teacher Pay

The building principals continue to share their concerns daily regarding the inability to fill all teacher absences on a daily basis. This chart below shows the number of teaching positions that were unable to be filled per day in October, 2022.

10/ 3	10/ 4	10/ 6	10 /7	10/ 11	10/ 12	10/ 13	10/ 14	10/ 17	10/1 8	10/ 19	10/ 20	10/ 21	10/ 24	10/ 25	10/ 26	10/ 27	10/ 28	10/ 31
5*	6	3	11 **	9	4	3	11**	7*	6	13	14	14 **	9*	9	7	2	8**	14*

*Monday

**Friday

The following chart shows the daily rate for substitute teachers for other local area districts:

School District	Daily Sub Rate	Long-Term Sub Rate	Notation
North Riverside District 96	\$125	\$175	Changes to \$135 after 20 days
River Forest District 90	\$130	\$255	

Cicero District 99	\$115	\$125	Changes to \$125 after 20 days
Forest Park District 91	\$120	N/A	
South Berwyn District 100			
Evanston District 65	\$150	N/A	Can go as high as \$200 depending on licensure
North Berwyn District 98	130-\$150	\$185	
La Grange District 102	\$130	\$254	Retired Teachers with PEL \$140
OPESD #97	\$110	\$180	

To improve the building principal’s daily ability to fill all teacher absences regularly each week, Human Resource Senior Directors are recommending to increase the daily substitute teacher rate to \$140 per day with the possibility of having it increase to \$150 per day if the substitute is in this position for more than 20 days.

We are also recommending to increase the number of permanent substitute teachers hired at the middle school level to five for each building rather than four which is what they have currently.