

**Mid-Valley Special Education Cooperative**

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## MEMO

TO: Executive Board

FROM: Matt McDonald, Director of Human Resources &amp; Business/CSBO

DATE: August 6, 2025

RE: Substitute Rates

Mid-Valley sees the need for differentiated long-term and leave coverage substitute rates. It is recommended that we adopt the following changes to our Substitution Pay rates:

Position	Current	Proposed
Paraprofessional	\$120	No Change
Teacher	\$120	No Change
Retired Mid-Valley Staff	\$140	No Change
Loyalty Rate (>25 days in a year)		Current Rate + \$20
Leave Coverage (Teacher or Therapist)	\$140	\$250