

Substitute Teacher Salary Rate

Background:

July is an appropriate month to annually review the rate of pay for our substitute teachers. If we are not competitive in our pay during this time of teacher shortage, the few available substitutes will look to other schools for work, and our classrooms will suffer.

We last raised the salary rate for our substitute teachers two years ago, for the 2020-2021 school year. Prior to that, during the 2017-2018 school year, our sub pay was among the lowest in the area.

For the coming year, our para-educators will make up to \$17.00 per hour, or \$124 per day. By comparison, our first-year teachers will make \$237 per day. Our veteran teachers will make up to \$423 per day.

The list below shows what some of our neighbors paid substitutes this past year:

Belmond-Klemme	\$125	
CAL – Latimer	\$120	(\$125 for retired teachers)
Clarion-Goldfield-Dows	\$150	
Eagle Grove	\$150	
Garner-Hayfield	\$115	(\$125 for retired teachers)
Hampton-Dumont	\$120	(\$125 for retired teachers)
West Fork	\$125	
West Hancock	\$115	(raised to \$120 for coming year)

We are now enduring a severe shortage of substitute teachers. I suggest we have to keep our substitute teacher pay competitive and attractive within our substitute teacher pool.

Recommended Action:

I recommend the board move to set the salary rate for substitute teachers at \$150 per day.