

2021-2022 Minnesota Substitute Compensation Report

Source survey: “**2021 Minnesota Substitute Pay Survey**”

Dates of data collection: **3/17 - 3/30/21, 6/2 - 6/17/21), 7/15 - 8/6/21**

of participating LEAs: **198**

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The 2021-2022 Minnesota Substitute Compensation Report shows current and anticipated wage information for daily substitute teachers and paraprofessionals in public schools from across Minnesota. Practices related to the use of staffing agencies is included. All data are based on responses provided in a survey to school administrators. The final pages of this report show more detailed information about the responding districts, including the count of responses from each region in the state.

Notes from the author:

This annual report is provided to Minnesota school administrators to raise awareness of how substitute educators are paid and around the state. The information provided here is as-is and without guarantee of accuracy. This report shows aggregate data as submitted by respondents. In a few cases where a reported value was far outside of the norm, I did additional research to correct or omit the response.

The term “district” is used throughout this report for simplicity. It to refer to the organization identified by the respondents. Among the respondents are independent districts, intermediate districts, charter schools, education districts, and service cooperatives.

Additional remarks:

As with last year’s report, this annual report is shorter than preceding years due to the uncertainty regarding school operations entering the 2021-2022 school year. Out of respect for administrators’ time, the set of questions was kept to a minimum.

If you want to review individual district data or a comparative peer-group report, request a copy by emailing me: chris@mnaspa.org.

Chris Hoehn
Report Producer
August 10, 2021

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Absence Management, Simplified

Release History

8/10/2021	Initial release
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Substitute Teaching

Daily Substitute Teaching Observations

1. Daily substitute teacher pay rates – statewide, all organization types.

The average substitute teacher pay is \$136.35/day (up \$12.48 over last year's report), with the average starting pay at \$131.92/day and average top pay of \$141.37/day. The range of pay for a full-day assignment is \$90 to \$230 (vs \$100 to \$198). 75% of reporting districts pay more than \$120/day (up \$3). 25% pay more than \$140 per day (up \$11).

For a detailed breakdown by region, district size and type, see the section "Daily Substitute Teacher Pay Rates".

2. Substitute teacher pay increases since January 1, 2021.

- a. About a quarter (26%) of districts report that their daily sub pay rate increased sometime after January 1, 2021. Increases are reported evenly across regions of the state and organization types.
- b. Among these 51 organizations, 10% indicate a likely or possible decrease in rates for the 21-22 school year. In one case the district reported that the increase in rate was a temporary response to shortage and hardships associated with Coronavirus.
- c. The statewide average daily pay rate among districts that report an increase since January 1, 2021 is \$150.19, nearly \$15/day more than the average \$131.55/day from districts indicating no increase.

3. Anticipated change to substitute teacher rates for the coming school year.

Statewide, most (63%) districts report that they do not anticipate a change in rate for the upcoming year. Of the balance, 22% anticipate a possible increase, 10% indicate that an increase in daily pay is likely. Just 5% indicate that rates are possible or likely to decrease.

4. How do you employ daily substitutes for teaching positions?

Directly employing daily teaching substitutes within the district remains the most prevalent practice across all variations of district size and geographic region. Statewide, 76% of districts directly employ their daily teaching subs. The balance of districts use the agency Teachers On Call to staff daily teaching substitutes.

Substitute Paraprofessionals

Daily Substitute Paraprofessional Observations

5. Daily substitute paraprofessional pay rates – statewide, all organization types.

The average starting pay for *general education* para subs is \$13.57/hr (up \$0.26 over last year's report) ; average top pay is \$14.06/hr (down \$0.19).

For *special education* para subs, the average starting pay is \$13.88/hr (up \$0.41), and average top pay is \$14.58/hr (up \$0.12).

For *health/LPN* subs, the average starting pay is \$17.57/hr (up \$2.13), and average top pay is \$18.78/hr (up \$2.59).

See the section, “

Substitute Paraprofessional Pay Rates” for detailed pay ranges and breakdown by para type (general ed, special ed, health/LPN), district region, type, and size.

6. Substitute paraprofessional pay increase since January 1, 2021.

- a. Consistent with the overall percentage of districts that increased substitute teacher pay rates in 2021, about a quarter of districts increased pay for substitute paraprofessionals in since January 1, 2021. The breakdown shows some variation with:
 - 23% increasing pay for general education paraprofessionals;
 - 28% increasing pay for special education paraprofessionals;
 - 26% increasing pay for LPN/Health paraprofessionals.
- b. Among the organizations that reported any increase, nearly none indicate a likely or possible decrease in rates for the 21-22 school year.
- c. The statewide average hourly pay rate for substitute general education paraprofessionals among districts that report an increase since January 1, 2021 was \$14.20/hr, \$0.59 more than those indicating no increase. For substitute special education paraprofessionals, the average reported wage was \$14.44/hr, \$0.32 more than those indicating no increase. For substitute LPN/Health paraprofessionals, the average reported wage was \$17.29/hr, \$0.99 less than those indicating no increase.

7. Anticipated change to paraprofessional rates for the coming school year.

Statewide, about 70% of districts report that they do not anticipate a change in rate of pay for substitute paraprofessionals for the upcoming year. Among respondents anticipating an increase, the likelihood of increase will occur with pay for substitute general education paras (33%) and special education paras (32%), compared with LPN/Health paras (25%).

Daily Substitute Teacher Pay Rates

Table 1: Daily substitute teacher pay, by region, size, and employment relationship. Left-hand side is 2021-2022 survey responses, right-hand side is 2020-2021 survey responses

Grouping	2021-2022 Daily Teaching Substitute, Full-Day rate							2020-2021 Daily Teaching Substitute, Full-Day rate						
	n	Min	Mean	Max	1 st Quartile	Median	3 rd Quartile	n	Min	Mean	Max	1 st Quartile	Median	3 rd Quartile
Statewide	198	90.00	136.35	230.00	120.00	131.00	140.00	144	100.00	123.87	191.85	116.75	121.28	129.02
Region 1 - Southeast	26	90.00	131.81	175.00	122.50	110.00	140.00	16	100.00	118.40	140.00	110.00	115.00	130.00
Region 2 - South central	14	115.00	133.62	216.22	130.00	125.00	135.00	7	115.00	127.14	135.00	125.00	130.00	130.00
Region 3 - Southwest	25	100.00	133.85	230.00	130.00	120.00	135.00	26	105.00	124.68	150.00	118.00	120.00	130.00
Region 4 - Lakes Country	16	110.00	123.06	150.00	123.50	118.75	125.00	13	100.00	112.38	126.00	105.00	110.00	118.00
Region 5 - Central Lakes	9	105.00	128.60	229.80	125.00	110.00	125.00	7	110.00	115.00	125.00	110.00	110.00	120.00
Region 6 - North Central	28	110.00	134.40	220.00	130.00	120.56	135.00	20	115.00	124.09	140.00	118.75	125.00	130.00
Region 7 - Arrowhead	9	100.00	119.44	150.00	115.00	105.00	125.00	10	105.00	113.50	125.00	106.25	112.50	120.00
Region 8 - Northwest	13	110.00	138.95	225.78	135.00	125.00	135.00	8	110.00	123.63	135.00	114.00	120.00	130.00
Region 9 - Metro	58	120.00	147.97	227.25	140.00	130.00	150.00	37	120.00	133.51	191.85	125.00	130.00	135.00
Less than 1,000 students	81	100.00	133.32	230.00	125.00	120.00	135.00	54	100.00	121.24	191.85	110.00	120.00	125.00
1,000 - 2,500 students	47	90.00	134.37	229.80	130.00	120.00	133.75	36	100.00	120.66	140.00	110.00	120.00	130.00
2,500 - 5,000 students	27	105.00	141.59	180.00	138.40	125.00	150.00	27	105.00	125.67	135.00	120.00	127.50	130.81
5,000 - 10,000 students	21	112.00	135.12	155.00	135.00	125.00	140.00	17	112.00	128.82	143.00	125.00	130.00	133.75
10,000+ students	14	130.00	149.08	227.25	147.50	135.00	150.00	10	130.00	136.00	145.00	132.50	135.00	137.50
Charter Schools	20	115.00	156.80	221.00	150.00	125.00	175.00							
ISDs	172	90.00	133.99	230.00	130.00	120.00	135.00							
Other LEAs	6	120.00	135.83	150.00	132.50	130.00	150.00							

Column “n” is the number of values provided for that grouping. N-tile ranges are the n-tile minimum rate and n-tile maximum rate for the given grouping. Mean shows the average for the given grouping. Note: the districts represented in any grouping (n) differs between 20-21 and 21-22.

Examples:

- The average, statewide, full-day rate for a daily substitute teacher in 2021-2022 is \$136.35, given the 198 responding districts.
- In the group of 21 districts having 5,000 – 10,000 students that responded in 2021-2022, the median full-day rate is \$125.
- In Region 1 – Southeast, the range of full-day rates for 2021-2022 is \$90 to \$175 among the 26 responding districts. In that region, the full-day rate in 75% of the responding districts is \$140 or less.

Substitute Paraprofessional Pay Rates

Table 2: Mean substitute paraprofessional pay rates by assignment type, and by region, size, and org type

Grouping	Type	Min	Mean	Max	1st Quartile	Median	3rd Quartile
Statewide	General	10.00	13.92	23.00	12.50	14.00	14.98
Statewide	Special Ed	10.23	14.31	25.03	12.50	14.00	15.39
Statewide	LPN/Health	12.00	18.17	30.64	15.25	18.00	19.45
Region 1 - Southeast	General	10.00	13.13	17.43	11.50	12.50	14.00
Region 1 - Southeast	Special Ed	10.50	17.43	13.60	13.50	15.15	12.01
Region 1 - Southeast	LPN/Health	18.00	21.47	19.40	18.10	19.06	20.37
Region 2 - South central	General	10.50	12.52	14.00	11.35	12.76	13.49
Region 2 - South central	Special Ed	10.75	14.50	12.79	12.92	13.49	12.00
Region 2 - South central	LPN/Health	14.92	17.23	16.08	14.92	16.08	17.23
Region 3 - Southwest	General	11.00	12.74	15.00	12.00	12.62	13.17
Region 3 - Southwest	Special Ed	11.00	15.80	12.88	12.98	13.17	11.65
Region 3 - Southwest	LPN/Health	14.50	20.22	17.02	15.25	16.25	18.00
Region 4 - Lakes Country	General	11.50	14.04	21.94	12.99	14.00	14.64
Region 4 - Lakes Country	Special Ed	11.44	21.94	13.98	13.90	14.72	12.62
Region 4 - Lakes Country	LPN/Health	15.00	23.00	20.50	15.00	20.50	22.00
Region 5 - Central Lakes	General	11.00	13.12	15.78	11.81	13.33	14.07
Region 5 - Central Lakes	Special Ed	11.00	15.78	13.31	13.50	14.27	12.00
Region 5 - Central Lakes	LPN/Health	16.00	30.64	18.59	16.55	17.16	17.08
Region 6 - North Central	General	11.50	14.06	19.06	13.00	13.91	14.36
Region 6 - North Central	Special Ed	11.50	20.63	14.37	14.16	15.03	13.00
Region 6 - North Central	LPN/Health	12.00	21.15	14.95	13.00	15.00	15.47
Region 7 - Arrowhead	General	10.23	12.58	15.00	10.88	12.56	14.17
Region 7 - Arrowhead	Special Ed	10.23	15.00	12.51	12.56	13.36	11.00
Region 7 - Arrowhead	LPN/Health	16.52	20.00	18.73	18.01	19.20	19.92
Region 8 - Northwest	General	12.50	15.69	18.81	15.01	16.19	16.65
Region 8 - Northwest	Special Ed	11.99	18.81	15.29	15.40	16.54	12.92
Region 8 - Northwest	LPN/Health	15.40	18.75	17.03	15.78	16.93	18.30
Region 9 - Metro	General	11.00	14.97	23.00	14.00	14.57	15.52
Region 9 - Metro	Special Ed	12.00	25.03	15.72	15.00	16.33	14.00
Region 9 - Metro	LPN/Health	14.00	30.00	19.43	15.50	18.84	20.00
Region 1 - Southeast	General	10.00	13.13	17.43	11.50	12.50	14.00

Mean minimum and maximum rates show the average for the given grouping.

Table 3, continued: Mean substitute paraprofessional pay rates by assignment type, and by region, size, and org type.

Grouping	Type	Min	Mean	Max	1st Quartile	Median	3rd Quartile
Less than 1,000 students	General	10.08	13.40	23.00	11.88	13.00	14.34
Less than 1,000 students	Special Ed	10.50	25.03	13.89	13.25	15.00	12.00
Less than 1,000 students	LPN/Health	13.00	22.00	17.65	16.83	17.66	18.56
1,000 - 2,500 students	General	10.00	14.01	21.87	12.75	14.00	14.93
1,000 - 2,500 students	Special Ed	10.50	20.57	14.10	14.00	15.00	12.62
1,000 - 2,500 students	LPN/Health	12.00	30.64	16.50	14.50	15.89	16.73
2,500 - 5,000 students	General	11.00	14.55	16.50	13.50	14.50	15.50
2,500 - 5,000 students	Special Ed	12.00	18.00	14.86	14.70	16.11	13.58
2,500 - 5,000 students	LPN/Health	14.00	26.00	17.65	15.08	16.50	19.45
5,000 - 10,000 students	General	10.23	13.97	18.56	13.05	14.00	14.60
5,000 - 10,000 students	Special Ed	10.23	20.63	14.46	14.50	15.08	13.39
5,000 - 10,000 students	LPN/Health	15.63	27.71	20.41	16.00	19.08	23.00
10,000+ students	General	12.50	14.61	18.16	13.70	14.19	14.76
10,000+ students	Special Ed	13.25	18.16	15.15	15.00	15.50	14.00
10,000+ students	LPN/Health	14.00	30.00	20.80	17.87	20.50	21.68
Charter Schools	General	12.00	16.16	23.00	13.34	14.86	16.50
Charter Schools	Special Ed	12.00	25.03	16.65	16.00	16.97	14.30
Charter Schools	LPN/Health	15.00	15.00	15.00	15.00	15.00	15.00
ISDs	General	10.00	13.80	21.94	12.50	14.00	14.75
ISDs	Special Ed	10.23	21.94	14.07	14.00	15.00	12.50
ISDs	LPN/Health	12.00	30.64	18.24	15.36	18.00	19.53
Other LEAs	General	12.00	15.50	13.58	13.00	14.88	12.25
Other LEAs	Special Ed	NA	NA	NA	NA	NA	NA
Other LEAs	LPN/Health	NA	NA	NA	NA	NA	NA

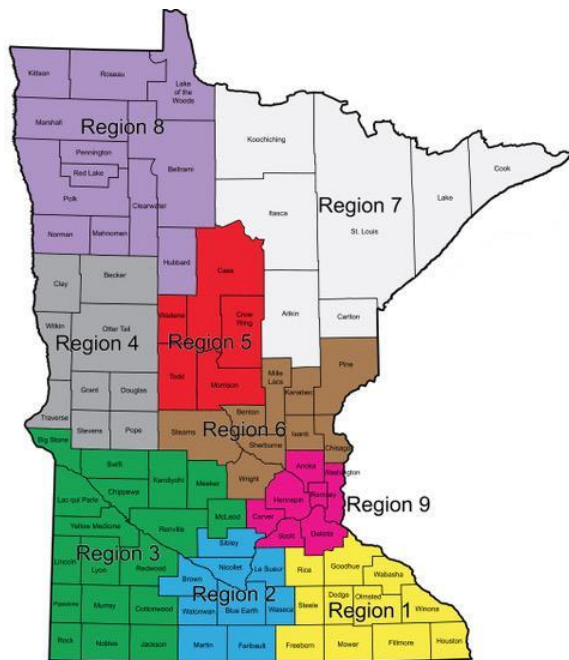
Mean minimum and maximum rates show the average for the given grouping.

About the Survey

The survey was conducted online in three separate “collection periods”: March 2021 (3/17/21 to 3/30/21), June 2021 (6/2/21 to 6/17/21), and July 2021 (7/15/21 to 8/6/21). The audience of potential respondents was a set contacts from of 550 public local education agencies in Minnesota. Primary contacts were Human Resources officers, Superintendents, and Charter School Directors. Survey responses were submitted with respondents providing identifying information about their LEA, including district name and number.

290 responses were submitted across all three collection periods. Of those, 81 were repeat submissions in multiple periods and 12 contained no data incomplete. 207 unique organizations are represented in the results. The organizational breakdown is:

<u>Organization Type</u>	<u>Number of responses</u>
Independent District	170
Intermediate District	2
Special Education District, Education District, other LEA	7
Charter School	20



Responses by geographic Region

<u>Region</u>	<u>Number of responses</u>
Region 1 - Southeast	26
Region 2 - South central	14
Region 3 - Southwest	25
Region 4 - Lakes Country	16
Region 5 - Central Lakes	9
Region 6 - North Central	28
Region 7 - Arrowhead	9
Region 8 - Northwest	13
Region 9 - Metro	58

Responses by organization size:

<u>Size</u>	<u>Number of responses</u>
Unknown	8
Less than 1,000 students	81
1,000 - 2,500 students	47
2,500 - 5,000 students	27
5,000 - 10,000 students	21
10,000+ students	14

Please contact chris@mnaspa.org if you would like a complete list of participating organizations.