

To: Board of Education

From: Margo Empen, Superintendent

Subject: Action Item – Approve the Substitute Teacher Rates for the 2026-2027 School Year – May 13, 2026

PROPOSED MOTION BY THE BOARD OF EDUCATION

That the Board approves the substitute teacher rates for the 2026-2027 school year, as presented.

Moved by _____; Seconded by _____

YEA		NAY		YEA		NAY
_____	David Fritts	_____		_____	Kathleen Schaefer	_____
_____	Melissa Gates	_____		_____	Jon Wadsworth	_____
_____	Linda LeBlanc-Parks	_____		_____	Linda Wegner	_____
_____	Brandon Rogers	_____				

Recommendation:

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

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.

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.