

## FOR ACTION

### Lisle Community Unit School District 202 Board of Education Meeting June 23, 2025

**SUBJECT:** Approval of District Substitute Rates

**RECOMMENDATION:** The administration recommends continuing with two (2) permanent substitutes for Lisle Elementary School for the 2025-2026 school year. The Administration also recommends the substitute teacher pay rates as outlined in the “proposed” column.

**BACKGROUND DATA:** District 202 experiences a substitute shortage almost daily. Consequently, it is imperative that we have pay rates that are competitive for the area.

District 202 currently compensates substitute teachers as outlined in the table below. This table represents the various types of substitutes utilized in the district, the current rate, and comparable averages (based on a salary study). The June 2025 salary study indicates that Lisle’s current substitute rates are competitive. Consequently, the proposed daily rates for the 2025-2026 school year are the same rates as the current school year. A slight increase is proposed for long-term substitute positions.

Last summer, the administration analyzed the cost difference in employing permanent substitutes in each building versus filling substitutes from the sub pool. Unfortunately, permanent substitute rates are much higher (\$200/day or \$262/day if the sub enrolls in insurance) than the rate of a daily sub (see below). Because Lisle Elementary School is our largest building, we utilized two permanent substitutes in that building only. Administration is recommending that we continue with two permanent substitutes for the 2025-2026 school year.

Type	Current	Comp Averages	Proposed	Additional Information
Daily Rate	\$150	\$145	\$150	Called in as needed (\$21.42/hour)
After 30 Days (in same school year)	\$155	Lisle Specific Category	\$155	Provides small incentive to return each year to sub (\$22.14/hour)
Day 11 through 30 in the same assignment	\$160	Lisle Specific Category	\$160	Sub writes lessons, likely give assessments & manages students (\$22.85/hour)
30+ days in same assignment	BA Step 0 \$280/day	\$264	BA Step 0 \$290/day	Linked to salary schedule due to greater responsibilities (\$38.68/hour)

Full year assignment (ie: FMLA)	Appropriate lane/step based on education /experience	Appropriate lane/step based on education /experience	Appropriate lane/step based on education /experience	Linked to salary schedule and works the entire year in place of the regular teacher, eligible for insurance
Permanent Substitute (Local funds beginning 2024-2025)	\$200	\$187	\$210	Reports to the building on all student attendance days (\$30/hour or \$36,960 for a full year commitment, eligible for HMO insurance, and District pays TRS*)
Registered Nurses (NEW category)	\$270 (no TRS)	Data not available	\$270	Rate is cheaper than the cost paid to an outside agency (\$38.57/hour)
Note: Internal Substitute Teaching by LEA Staff \$39/hour, \$195/day (5 instructional periods) *Eligible for HMO Blue Advantage health insurance with the Board paying 82% of the monthly premium for employee-only coverage				

**FINANCIAL IMPACT:** Substitute teacher salaries and benefits are projected to be \$350,000 for FY2026. Substitute costs are included in the annual budget.

**SUGGESTED MOTION:** The Board of Education approves two (2) district permanent substitute teachers for Lisle Elementary School and the substitute teacher pay rates as noted in the “proposed” column above.