

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 raised the salary rate for our substitute teachers two years ago. 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 \$16.15 per hour, or \$117 per day. By comparison, our first-year teachers will make \$215 per day. Our veteran teachers will make up to \$397 per day.

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

Belmond-Klemme	\$120	
CAL – Latimer	\$120	(\$125 for retired teachers)
Clarion-Goldfield-Dows	\$125	
Eagle Grove	\$120	
Garner-Hayfield	\$105	
Hampton-Dumont	\$120	(\$125 for retired teachers)
West Fork	\$110	
West Hancock	\$105	

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 \$125 per day.