



Date: November 3, 2025

To: Dr. Robert Halverson, Superintendent of Schools
East Aurora School District 131 Board of Education

From: Dr. David Ballard, Associate Superintendent of Staff and Student Services
Julie Swartzloff, Assistant Superintendent of Human Resources

Subject: Substitute Rate for Retired Certified Staff

The Issue:

East Aurora School District 131 continues to experience a shortage of qualified substitute teachers. In recent years, many entering the substitute pool have had less classroom experience and require greater levels of support and training. In addition, a significant number of certified staff members are anticipated to retire at the conclusion of the 2025-2026 school year.

To maintain continuity of instruction and retain individuals with deep knowledge of our schools and students, it is important that retired teachers see their expertise reflected in our compensation structure. Several of our Kane County counterparts have adopted similar models recognizing retired educators at a higher daily rate. Implementing a comparable rate in D131 would help us remain regionally competitive and strengthen our substitute pool.

As such, we recommend establishing a ***daily rate of \$180 for D131 certified retirees*** who return to substitute teach in the district.

Board Policy and Past Practices:

Board Policy 5:220 Substitute Teachers specifies that the Board of Education establishes the daily rate of pay for substitutes, who receive monetary compensation only and no other benefits. The current certified substitute teacher rate is \$150 per day. After 20 consecutive days in the same assignment, the rate increases to \$271.78 per day, and substitutes receive a \$300 bonus after 90 total days of service in any combination of assignments.

Strategic Plan:

This recommendation supports Strategic Goal #4: Student Achievement. Increasing the number of highly qualified substitute teachers—particularly those with prior D131 experience—will enhance the continuity and quality of instruction provided to students, ensuring their learning progress continues uninterrupted during teacher absences.

Community Impact:

Encouraging retired D131 teachers to remain connected to the district benefits both students and staff. Retirees bring a strong understanding of our community, instructional practices, and student needs. Their presence helps maintain stability in classrooms, supports a sense of belonging for students, and reinforces the



district's commitment to valuing experienced educators. This approach also fosters positive morale by demonstrating appreciation for retirees' continued contributions to the East Aurora community.

Supporting Data:

- 21 East Aurora School District 131 certified retirees currently serve as substitutes; increasing the rate is expected to strengthen this group and attract additional qualified candidates.
- Neighboring Kane County districts have implemented similar incentive structures, underscoring the need for regional alignment.

Financial Impact:

While the exact financial impact is difficult to quantify, we anticipate cost neutrality or potential savings through reduced reliance on internal coverage and improved substitute fill rates. The proposed rate also carries indirect benefits: enhancing instructional continuity, lessening strain on current staff, and improving overall workplace satisfaction. Recognizing retired D131 educators at a higher daily rate reflects both a prudent investment in instructional stability and a reinforcement of the district's culture of respect for experienced professionals.

Recommendation:

It is recommended that the Board of Education approve a daily substitute teaching rate of \$180 for D131 certified retirees.

Timeline for Decision

November 17, 2025