



Intermediate School District 917

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To: ISD 917 School Board

Date: July 25th, 2025

Memo: Proposal of Substitute Pay Rates for 2025-2026 (FY26) for Licensed Staff and ESP's

- New rates are effective August 1st, 2025

	FY26	FY25 previous year
Licensed Substitute Pay Rate	\$35.00/hr <ul style="list-style-type: none">• Based on estimated hourly rate for BA, Step 1 of the 2025-26 teacher salary schedule	\$33.50/hr
Short-Call Substitute License (current employees who fill a teacher role with a short call license)	\$35.00/hr or, \$4.00/hr above the employee's current hourly rate, whichever pay rate is higher	\$33.50/hr
Licensed Retiree Substitute Pay Rate	\$37.00/hr	\$35.50/hr
Categorical SpEd Licensed Substitute Pay Rate	\$39.00/hr <ul style="list-style-type: none">• Categorical Special Education licenses do NOT include ABS (academic behavioral strategist)	\$37.50/hr
Non-Licensed Education Support Professional (ESP) Pay Rate	\$22.55/hr <ul style="list-style-type: none">• Based on step 1 of the ESP salary schedule for 2025-26 per contract language	\$22.00/hr

Teachers On Call Year End Data - Substitute Rates of Pay from school districts

- Average teacher daily substitute rate - \$200-\$250 per day or \$28.57/hr - \$35.71/hr (includes retired teacher rates of pay)
- Average paraprofessional hourly substitute rate - \$19.00/hr - \$22.50/hr