

Prepared by Dr. Jeffrey Alstadt

Substitute Pay Rate Review

To provide the Board of Education with a comparative analysis of substitute pay rates in surrounding districts and to facilitate a discussion regarding a potential adjustment to our current rates. To remain competitive in a challenging hiring market, it is essential that we periodically review our compensation for substitute teachers, aides, and custodians.

Background and Information:

Attracting and retaining high-quality substitutes is critical for maintaining a consistent and effective learning environment for our students when regular staff members are absent. Our ability to offer competitive pay is a significant factor in our success.

To provide context for this discussion, the administration has gathered current substitute pay rates from several neighboring and comparable school districts.

As the data indicates, our daily rate for substitute teachers is currently at the bottom of this comparative set. Our substitute aide pay is competitive with some districts but lower than others in the immediate area. This data will serve as the foundation for our discussion at the upcoming board meeting. We will be prepared to discuss the fiscal impact of various potential rate increases and answer any questions the Board may have.

Our current substitute pay rate is \$120.00/day. Next month we will take formal action to increase the rates. We are looking to increase the rates to \$135/day for substitute teachers, \$18.00/hour for substitute teacher aides, and \$18/hour for sub custodians.

Financial Impact:

The cost of Substitute Teachers for the school year 2024-2025 was \$253,405.40. Raising the rate to \$135.00/day would be an increase of approximately \$24,588.00 to the district.

The cost of Subsitute Aides for the school year 2024-2025 was \$62,840.00. Raising the rate to \$18.00/hour would be an increase of approximately \$17,003.00 to the district.

The cost of Sub Custodians for the school year 2024-2025 was \$51,367.25. Raising the rate to \$18.00/hour would be an increase of approximately \$10,273.00 to the district.

Substitute Teacher			Substitute Teacher Aide	
District	Sub Rate		District	Sub Rate
Ottawa Elementary	\$115.00/day		Ottawa Elementary	\$15.00/hour
LaSalle Elementary	\$135.00/day		LaSalle Elementary	\$115.00/day
Seneca Grade School	\$120.00/day		Seneca Grade School	\$17.00/hour
Woodland School	\$130.00/day		Woodland School	\$15.00/hour
Streator High School	\$140.00/day		Streator High School	\$18.00/hour
SES 44	\$120.00/day		SES 44	\$85.00/day
Sub Custodians				
District	Sub Rate			
Ottawa Elementary	\$16.00/hour			
LaSalle Elementary	\$17.36/hour			
Seneca Grade School	\$16.00/hour			
Woodland School	\$17.02/hour			
Streator High School	\$18.00/hour			
SES 44	\$15.00/hour			

Administrative Recommendation: No recommendation at this time. Informational report only.