



Mid-Valley Special Education Cooperative

Dr. Marianne Fidishin, Executive Director
 1304 Ronzheimer Avenue
 St. Charles, IL 60174
 Phone: 331-228-4873
 Fax: 331-228-4874

MEMO TO: Mid-Valley Executive Advisory Board

FROM: Nancy Sporer, Director of Business and Human Resources
 Marianne Fidishin, Executive Director

DATE: January 9, 2019

RE: Substitute Pay

For a variety of reasons there is a substitute shortage in the state of Illinois. Mid-Valley is experiencing difficulty with obtaining substitutes for vacancies both for teachers and for teaching assistants. Many of our teaching assistants who are also certified do fill in for teachers when they are absent which in turn leaves an opening for a teaching assistant.

We are in competition with surrounding districts on a daily basis. Many substitutes work in multiple districts and can choose which district to work for on a day-to-day basis. Many are choosing to work for districts instead of cooperatives since it is a little harder to work for a cooperative for various reasons. Another major factor that leads individuals to choose another district or cooperative is the rate of pay. Mid-Valley's daily substitute teaching assistant rates are below the neighboring districts and Cooperatives average rates. Mid-Valley's daily and long-term rates for substitute teachers is the lowest for both Districts and Cooperatives.

After presenting this information in December to the Finance Committee, Administration and the Finance Committee is proposing to increase substitute pay rates as indicated in the chart below.

Description	Current	Proposed
Daily Substitute PARA	\$85	\$95
Long-Term Substitute PARA- positions lasting more than 10 days	\$100	\$110
Daily Substitute Teacher	\$90	\$105
Long-Term Substitute Teacher – positions lasting more than 10 days	\$100	\$140
Loyalty Rate – After 30 days	N/A	N/A

Recommendation #1: It is recommended that the daily substitute pay rate for PARA'S be increased to \$95.

Recommendation #2: It is recommended that the long term PARA substitute rate be increased to \$110.

Recommendation #3: It is recommended that the daily substitute teacher rate be increased to \$105.

Recommendation #4: It is recommended that the long term substitute teacher rate be increased to \$140.

We polled the Kane County school districts and other Cooperatives in the area. Here are the District and Cooperative comparisons:

SUBSTITUTE TEACHING ASSISTANT DISTRICT RATES 2018-19		
DISTRICT	DAILY	LONG TERM
Kaneland	\$10/Hr: \$70	
Burlington	\$75 (Para Endorsement) \$82 (Teaching or SUB License)	N/A
West Aurora	\$11.50/Hr: \$80.50	
CUSD 300	\$12/HR sub for paras: \$84	
Mid-Valley	\$85	\$100 after 10 Consecutive Days
East Aurora	\$12.50/Hr: \$87.50	
St. Charles	\$92	N/A
Geneva	\$92	\$92
Batavia	\$95	
Elgin	\$13.65/Hour: \$95.55	
Average w/ PARA License	\$85.73	
Average w/ SUB License	\$86.51	
<i>Average Competitive Districts 101, 303, & 304</i>	<i>\$93.00</i>	<i>\$92</i>

SUBSTITUTE TEACHING ASSISTANT COOPERATIVE RATES 2018-19		
COOPERATIVE	DAILY	LONG TERM
WCSEC - Winnebago County Special Education Cooperative	PARA License: \$70 SUB License: \$85	
NDSEC – North DuPage Special Education Cooperative	\$79	
MVSEC - Mid-Valley Special Education Cooperative	\$85	\$100 after 10 days
SPEED - Special Education Joint Agreement SD #802	\$90	\$90.00
NSSEO-Northwest Suburban Special Education Organization	\$90	\$95 after 30 days
SASED - School Association for Special Education in DuPage County	PARA License: \$91; SUB license: \$111.02	
NTDSE -Niles Township District for Special Education	\$105 whole day \$65 half day	\$110 after 20 days
Average w/ PARA License - Co-Ops	\$87.50	
Average w/ SUB License - Co-Ops	\$93.34	
Average - Cooperatives	\$90.42	\$98.33
Average D101, D303, D304	\$93.00	\$92
Average Competitive Districts & Co-ops	\$91.71	\$95.17
Recommendation	\$95.00	\$110 after 10 days

SUBSTITUTE TEACHER PAY RATES - KANE COUNTY DISTRICTS 2018-19

District	Daily Rate	Loyalty Rate	Long Term Rate
Mid-Valley	\$90	N/A	\$100
Geneva 304	\$92	N/A	\$150 after 20 days
Batavia 101	\$95	N/A	\$125
CUSD 300	\$95 first 40 days	\$105 After 40 days	\$150 after 19 days - Retro back to day 1
St. Charles 303	\$100 (\$92 to the Sub + \$8 to TRS)	\$125 after 30 days (\$115 to Sub + \$10 TRS)	\$140 after 10 days (\$128.80 to Sub + \$11.20 to TRS)
Central 301	\$100	\$110 after 30 days	\$145 (15+ days)
Kaneland 302	\$100	\$125 after 20 days	\$150
West Aurora 129	\$100	\$120 after 45 days/\$140 after 90 days	\$140
East Aurora 131	\$100	\$110 after 40 days/\$300 bonus at 90 days of subbing in same school year	\$253.15 after 20 days (Equivalent to BA Step 1)
U-46	\$110 Special Ed.	N/A	\$211 after 15 days (Equivalent to BA Step 1)
<i>Average Districts</i>	<i>\$99.11</i>	<i>\$112.43/\$115.29</i>	<i>\$163</i>

SUBSTITUTE TEACHER PAY RATES – COOPERATIVES 2018-19

COOPERATIVE	DAILY	LOYALTY RATE	LONG TERM RATE
Mid-Valley Special Education Cooperative	\$90.00	N/A	\$100.00
LADSE	100.03	N/A	
Southwest	\$110.00	N/A	\$130
NDSEC	\$135.07	N/A	\$232.05
NTDSE	\$105 for full/\$65 for half	\$110 after 20 days in a year/\$125 if they worked 75 days in the previous year	step 1 lane 1 per diem
SEDOL	\$130	N/A	BA-1 - \$205.56
<i>Average Districts</i>	<i>\$99.11</i>	<i>\$112.43/\$115.29</i>	<i>\$163</i>
<i>Average Cooperatives</i>	<i>\$116.02</i>	<i>\$110.00</i>	<i>\$189.20</i>
<i>Average Districts & Cooperatives</i>	<i>\$107.57</i>	<i>\$111.22/\$115.29</i>	<i>\$176</i>
Recommendation	\$105	N/A: No Recommendation	\$140 after 10 days