

I recommend the Board of Education increase the daily substitute teacher pay rate to \$135 for the 2025-26 school year.

Tim Gronski, CSBO

Rationale:

Substitute teachers have a direct impact on our students, and throughout the District there are approximately 6 substitute teachers hired in our schools each day teaching our children.

The District's current daily sub rate is \$125 per day. The *average* daily sub rate in the region is approximately \$130 per day.

The following are cost projections with the proposed increase to \$135 per day.

Average # of daily substitute teacher paid days per year = 972 (5 year historical average)

	Current \$125 per day	\$135 Per Day 2025-2026 School Year PROPOSAL
Average hired sub days	972	972
Daily rate	\$125	\$135
Total Cost	\$121,500	\$131,220
Estimated annual cost increase FROM PREVIOUS YEAR		\$9,720