

AVOCA SCHOOL DISTRICT No. 37

ESTABLISHED 1870

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Beth Dever
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August 4, 2017

To: Dr. Jauch

From: Beth Dever *BD*

Re: Substitute Pay

I have attached the sub pay chart that Suzie put together for FY 18 and a summary of days worked by our subs for FY 17.

I am recommending changing our third tier from an annual requirement of after 40 days to after 30 days in an attempt to incentivize substitute teachers to continue to choose Avoca. The estimated annual cost of changing from after 40 to after 30 days will be \$770. I calculated this estimate based on the prior year's days subbed.

Please see me if you have any questions.

Thanks

**SUBSTITUTE COMPENSATION SURVEY
FY 18**

DISTRICT	FULL DAY	1/2 DAY	LONG-TERM DAILY RATE	
Sunset Ridge #29	\$105	\$52.50	\$130.00 (long term-under 30 days) \$280.62 (long-term, BA Step I)	
Northbrook/Glenview School District 30	\$110	\$55	Former D30 teachers-\$132/day	
Glencoe #35*	\$115	\$57.50	BA, Step 1 (Days 21 through end of assignment)	
Winnetka #36	\$110	\$55	\$125/day (20+ days, one time requirement)	
Avoca #37	\$105	\$52.50	Full Day	
			\$115 (After 10 days One Time Requirement)	Half Day
			\$125 (After 40 days Annual Requirement)	\$57.50
			\$270.74/day Long Term Sub	\$62.50
Kenilworth #38	\$115	\$70 a.m. \$45 p.m.	\$261.34.00/day Long-Term Sub – (BA Step 1)	
Wilmette #39	\$115	\$57.50	\$215/Day Long Term Sub from Day 1	
Skokie #68	\$110	\$55	BA Step 0 for long term subs when the length of coverage is 20 or more days.	
Skokie #69	\$105	\$65	After 20 days: \$110/day After subbing for 75 days in a year, starting pay next school year is \$125/day	
Skokie #73	\$105	\$65	After 20 days: \$110/day After subbing for 75 days in a year, starting pay next school year is \$125/day	
Skokie #73.5	\$105	\$65	After 20 days: \$110/day After subbing for 75 days in a year, starting pay next school year is \$125/day	

Recommendation:

Change third tier to after 30 days as an annual requirement

Long Term Sub - BA Step 2 = \$273.45/day \$136.73/half day

* FY 17 Rates

Updated: 7/12/2017