

# AVOCA SCHOOL DISTRICT No. 37

ESTABLISHED 1870

2921 Illinois Road  
Wilmette, IL 60091  
www.avoca37.org

847•251•3587  
847•251•7742 Fax

Beth Dever  
Chief School Business Official  
deverb@avoca37.org



August 21, 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.

Based on a review of the sub pay chart and the board discussion at the August Committee of the Whole meeting, I am recommending that we remove the 1<sup>st</sup> tier of \$105.00 per day and \$52.50 per half day. Instead, we will start everyone at \$115.00 per day and \$57.50 per half day. The estimated cost of this change is \$770 per year. I am also recommending changing our third tier from an annual requirement of after 40 days to an annual requirement of after 20 days in an attempt to incentivize substitute teachers to continue to choose Avoca. The estimated annual cost of changing from after 40 days to after 20 days will be \$1,890. I calculated both of these estimates 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	
			Half Day	
			\$115 (After 10 days One Time Requirement)	\$57.50
			\$125 (After 40 days Annual Requirement)	\$62.50
			\$270.74/day Long Term Sub	\$137.37
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:**

- Eliminate first tier and start everyone at \$115 per day and \$57.50 per half day
- Change third tier to after 20 days as an annual requirement for the \$125 per day and \$62.50 per half day
- Long Term Sub - BA Step 2 = \$273.45/day and \$136.73/half day

\* FY 17 Rates

Updated: 8/22/2017