
2026-27 SUBSTITUTE TEACHER PAY RATES

Background

The rate of pay for substitute teachers is established from time to time by the School Board. After analyzing substitute pay rates in Benjamin School District 25 compared with other local school districts, the Administration recommends updating the District's substitute compensation structure to better align compensation with the responsibilities of each position while maintaining competitiveness in the local labor market.

Rationale for Recommendation

Currently, substitute teachers and substitute paraprofessionals are compensated at the same daily rate. While this approach has provided consistency, it does not adequately account for the varying levels of responsibility, instructional duties, classroom management expectations, and licensure requirements associated with serving as a classroom teacher.

The proposed revisions are intended to address several operational and staffing challenges:

- **Recognize Position Responsibilities:** Substitute teachers assume primary responsibility for classroom instruction, student supervision, lesson implementation, and classroom management. Aligning compensation with these responsibilities better reflects the role's expectations.
- **Improve Teacher Substitute Coverage:** Establishing differentiated rates will encourage available substitutes to fill classroom vacancies first, helping maintain instructional continuity for students.
- **Align Compensation with District Paraprofessional Wages:** Ensure the daily rate for substitute paraprofessionals aligns with the current rate of compensation of regularly employed paraprofessionals.
- **Clarify Long-Term Substitute Assignments:** Administration has identified ambiguity in the current compensation language regarding long-term substitute assignments. The proposed revisions provide clearer definitions and compensation expectations for substitutes serving in extended consecutive-day assignments.
- **Remain Regionally Competitive:** The recommended rates remain competitive with local school districts, while ensuring that each current substitute has the opportunity to earn at least as much as they did during the previous year.

Recommendation

The administration recommends approval of the attached substitute teacher pay rate schedule for the 2026-27 school year. The proposed changes will better align compensation with job responsibilities, improve the District's ability to secure classroom substitute coverage, and ensure the District remains competitive in attracting qualified substitute personnel.

2026-2027 SUBSTITUTE TEACHER PAY RATES

Current	
Classification	Daily Rates
Regular Sub - 1-10 cumulative days	\$141.82
11+ days (includes returning subs w/11+ days and previous district teachers)	\$164.51
Long-Term Subs - Paid on the 31st day. 30 consecutive days. Not in the same classroom.	\$223.50
Permanent Sub - 20 consecutive days in the same classroom	\$284.29

Teacher Sub Rate	
Classification	Daily Rates
Regular Sub - 1-10 cumulative days	\$145.00
11+ days includes returning subs w/11+ days and previous district teachers	\$170.00
Long-Term Sub - 20 consecutive days in the same classroom (FMLA/MATERNITY) - BA0 Daily Rate	BA0 Daily Rate = \$292

Paraprofessional Sub Rate	
	Daily Rates
Regular Paraprofessional Sub	\$130.00
Previous District Teachers	\$140.00
Long Term Paraprofessional Sub 20 consecutive days in the same classroom	\$150.00

Hourly Compensation	
Part-Time Permanent Subs and External Subs (ex: come for training or a few hours a day)	\$20.00
Internal Subs (TAs)	\$28.00