



HINCKLEY-BIG ROCK CUSD #429

Cultivating our future

EXECUTIVE MEMO

To: Board of Education
From: Dr. Jessica Sonntag, Superintendent
Date: August 12, 2026
Re: Substitute Rates for 2026-2027 school year

In accordance with Board Policy 5:220 Substitute Teachers, the Board sets the substitute rates for the school year. It is my recommendation that we set the substitute rates as follows:

- Teacher \$140/day
- Paraprofessional \$140/day

This rate represents a 3% increase from the previous year and pays both teacher and paraprofessional substitutes the same rate. We often struggle to provide substitutes for our paraprofessionals as people would prefer to sub as a teacher at the higher rate. Using one instructional rate for substitutes for both teachers and paraprofessional last year provided greater flexibility for our substitute staff.