

School Board Meeting:

July 13, 2026

Subject:

Substitute, Casual, and Community
Education Level 1 Pay Rate

Presenter:

**Evan Ronken, Director
Human Resources**

SUGGESTED SCHOOL BOARD ACTION:

Approval

DESCRIPTION:

Recommend the following changes to substitute pay:

1. Increase the pay from \$18.00 to \$18.50 for substitute nutrition services staff, custodians, ESPs, and secretaries to remain competitive with area school districts. Retired staff who sub will continue to earn an additional \$1.00/hour.
2. Increase substitute teacher pay rates to remain competitive with area school districts. Recommend an increase of \$5/day to base rate of pay, from \$185/day to \$190/day with incentives based on the number of days subbed in the school year.
3. Increase AVID tutor, homebound instruction, and activity rates to align with market conditions.
4. Increase Community Education Level I rates to align with market conditions.

ATTACHMENT:

- Substitute, Casual, and Community Education Rates for 2026-27