

Guest Teacher Pay Rate Increase – Recommendation 2022-23 School Year

Background:

The national shortage of guest substitute teachers has been a challenge for school districts for many years. District 200 has felt the direct impact, along with neighboring school districts, with whom we share a vast pool of guest employees. District 200's guest teacher daily rate of pay is \$115.00 per day. Additionally, our Long-term Guest daily rate of pay is \$145.00 for a substitute assignment that is 15 or more consecutive days. The Permanent Guest Teacher rate of pay is \$125.00. These pay rates are low compared to not only our benchmark districts but also surrounding districts that are smaller in size.

Our comparable and surrounding school districts have been increasing the guest teacher rates to continue to attract and retain teachers while CUSD 200 has fallen behind on increasing the compensation to remain competitive with surrounding school districts. *(Comparable districts: Indian Prairie 204, Naperville 203, Lisle 202, District 87 Glenbard, Woodridge 68, Elmhurst CUSD 205, Glen Ellyn SD 41, Addison SD 4, Center Cass SD 66 Downers Grove, CCSD 89 Glen Ellyn, District 58 & 99 Downers Grove, CCSD 93 Carol Stream/Bloomingtondale, Wood Dale SD 7, West Chicago 33.)*

Other Facts:

Currently, CUSD 200 has 156 Guest Teachers in the substitute system. This is lower than in years past where we used to have an average of 275 Guest Teachers. This is due in part to the COVID pandemic and the level of compensation when compared to surrounding districts. We will continue to recruit for guest employees in August and throughout next school year to add to our current pool. However, 156 guest teachers is not enough for the district to fill the absences that occur on a daily basis. In a typical year there are approximately 120-140 teacher absences to fill on a daily basis due to illness, leave of absences, personal leave, professional development, IEP meetings, jury duty, bereavement etc. There have been days where daily absences have reached up to 200 per day.

Daily Rate Compared to Surrounding Districts (CUSD200 \$115.00)

Minimum Daily Rate: \$100.00 (Indian Prairie School District 204)

Maximum Daily Rate: \$160.00 (Woodridge SD 68)

Average Daily Rate: \$127.00

Long-term Daily Rate Compared to Surrounding Districts (CUSD200 \$145.00)

Minimum Long-term Daily Rate: \$145.00 (CUSD 200)

Maximum Long-term Daily Rate: \$318.00 (CUSD 93 -Carol Stream/Downers Grove/Bloomingtondale)

Average Long-term Daily Rate: \$232.00

Permanent Guest Teacher Daily Rate Compared to Surrounding Districts (CUSD200 \$125.00)

Minimum Permanent Guest Teacher: \$125.00 (CUSD 200)

Maximum Permanent Guest Teacher: \$257.00 (Woodridge SD 68)

Average Permanent Guest Teacher: \$189.00

Recommendation for 2022-2023

Type of Guest Pay	Daily Rate Change	Approximate Cost
Daily Guest Teacher Rate	\$115 to \$125	\$27,520
Long-term Daily Guest Rate	\$145 to \$230	\$148,920
Permanent Daily Guest Rate	\$125 to \$160	\$236,005