

Guest Teacher Pay Rate Increase – Recommendation 2021-22 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 on a tier system of \$85.00 for the first 29 days, \$95.00 for 30-59 days and \$105.00 for 60 days or more. Additionally, our Long-term Guest rate of pay is \$115.00 for a substitute assignment that is 15 or more consecutive days. The Permanent Guest Teacher rate of pay is \$115.00. These pay rates are the lowest rate of pay compared to not only our benchmark districts but also surrounding districts that are smaller in size.

During the 2010-11 school year the Guest Teacher daily rate was reduced from \$85.00 to \$80.00 and the Long-term rate was reduced from \$127.00 to \$115.00. In the 2013-14 school year the Guest Teacher daily rate was raised back up to \$85.00 but the Long-term rate remained the same at \$115.00. 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.

Recommendation:

In order to pay a fair wage while attracting, retaining and remaining competitive with our neighboring school districts, we are recommending moving the daily guest teacher pay rate to \$115.00, the Long-term Guest teacher pay rate to \$145.00 and the Permanent Guest Teacher \$125.00.

Other Facts:

Currently, CUSD 200 has 216 Guest Employees in the substitute system. This is 171 less guest teachers from the 2019-20 school year. 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, 216 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

Minimum Daily Rate: \$85.00 (CUSD 200)

Maximum Daily Rate: \$140.00 (Downers Grove 58) on a tiered system (\$150.00 Woodridge 68)

Average Daily Rate: \$114.00

CUSD 200 Recommendation: From \$85/\$95 to \$105 – moving the rest on the tier to \$115

Currently we have 97 guest teachers at \$85.00, 39 guest teachers at \$95.00 and 79 guest teachers at \$105.00. The cost of moving the existing guest teachers to \$115.00 this is approx. \$126,000.00. This is an estimate if the 136 lower tier guest employees work a minimum of 60 days.

Daily Rate Compared to Surrounding Districts

Minimum Long-term Daily Rate: \$115.00 (CUSD 200)

Maximum Long-term Daily Rate: \$266.00 (Woodridge)

Average Long-term Daily Rate: \$214.00

CUSD 200 Recommendation: From \$115.00 to \$145.00

Daily Rate Compared to Surrounding Districts

Minimum Permanent Guest Teacher: \$115.00 (CUSD 200/Naperville 203)

Maximum Permanent Guest Teacher: Starting teacher's salary at the Bachelor level

Average Permanent Guest Teacher: \$178.00

CUSD 200 Recommendation: From \$115.00 to \$125.00