

ATTACHMENT NO. X - B

ATTACHMENT NO. X - B: 2023-2024 Substitute Pay Rates

Potential motion: Adjust the sub rates for the 2023-24 school year as presented from the Business Committee

Recommended action: Approve the motion.

Rationale: Each year, the District reviews the area sub rates to make sure we are competitive in the region. Sub rates were increased by area districts. We are asking the Board to approve a \$10 increase to the daily rates for a sub teacher; long term sub teacher; North Boone Retired Teacher; and North Boone Retired Teacher long term subbing. This will keep our district towards the top rates in the area which helps us draw teachers to fill those vacancies.

North Boone

Community Unit School District 200

Dr. Michael Greenlee, Superintendent
Dr. Michael Zelek, Interim Director of Business Services

Substitute Pay Scales

2023-2024

Custodian – per hour	\$ 15.50
Food Service (cook/lunch assistant) – per hour	\$ 14.50
Secretary – per hour	\$ 15.50
Substitute Nurse	\$ 26.00
Substitute Teacher (certified position) daily rate (including TRS).....	\$130.00
Substitute Teacher (long-term certified position) (including TRS)	\$140.00
(15 or more consecutive days in the same assignment)	
Substitute Teacher (North Boone Retired Teacher - certified position)	
daily rate.....	\$140.00
Substitute Teacher (North Boone Retired Teacher - long-term certified position)	
(15 or more consecutive days in the same assignment).....	\$165.00
Substitute Teaching Assistant (non-certified position) – per hour	\$ 14.50

Incentives

Assignment Bonus: A one-time bonus will be given in June for any substitute who works the following:

25-50 days: \$50 bonus

50-74 days: \$100 bonus

More than 75 days: \$200 bonus

Day of Bonus: Any substitute that fills a job that is posted after 12:01 am on the date of the job will receive a bonus. The substitute will be eligible for the \$50 bonus after 5 day of jobs are accepted. These bonuses are determined on a yearly basis.

Substitute Referral Program: Any NB staff members that refers a substitute to North Boone and that substitute works more than 10 days in the school year will be eligible for a \$100 bonus to the referring NB staff member.