

ATTACHMENT NO. XII. C

ATTACHMENT NO. XII. C: Approval of 2025/2026 Substitute Rates

Suggested Motion: Move to approve the proposed 2025/2026 Substitute Rates

Recommended action: Approve as presented.

It is recommended that the Board approve the proposed 2025/2026 Substitute Rates. These were vetted at the July Business Services Committee Meeting. The rates are very competitive with neighboring Districts. One item to notice is that the North Boone Retired Teachers verbiage has been changed to Retired Teachers, in the hopes to draw more substitutes to North Boone.

North Boone

Community Unit School District 200

Dr. Matt Cascio, Superintendent

Substitute Pay Scales

2025-2026

Custodian – per hour	\$ 17.25
Food Service (cook/lunch assistant) – per hour	\$ 16.25
Secretary – per hour	\$ 17.25
Substitute Nurse	\$ 27.75
Substitute Teacher (certified position) daily rate (including TRS)	\$150.00
Substitute Teacher (long-term certified position) (including TRS) (15 or more consecutive days in the same assignment)	\$200.00
Substitute Teacher (Retired Teacher - certified position) daily rate	\$180.00
Substitute Teacher (Retired Teacher - long-term certified position) (15 or more consecutive days in the same assignment)	\$220.00
Substitute TA/Paraprofessional (non-certified position) – per hour	\$ 16.25

Incentives

Assignment Bonus: A one-time bonus will be given in June/July 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 posted after 12:01 a.m. on the date of the job will receive a bonus. The substitute will be eligible for the \$50 bonus after 5 days of jobs are accepted. These bonuses are determined yearly.

Substitute Referral Program: Any NB staff member who 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.