



Community Unit School District #205

..... *Helping Students Achieve Their Dreams*

District Website: www.galesburg205.org

Lincoln Education Center: 932 Harrison Street, P.O. Box 1206, Galesburg, IL 61402-1206
Phone: (309) 973-2105 Fax: (309) 343-7757

To: Dr. John Asplund
Fm: Jonathan W. Bradburn
Re: Substitute Pay Proposal
Date: March 8, 2018

The topic of securing enough substitute teachers to cover the daily need in our district has been brought for discussion before the Board. After input from the Board and research on the key components of this issue, I recommend the following changes to our substitute pay structure beginning with the 2018-2019 school year.

1. Reinstate the three tiered sub pay program for substitutes covering long term leaves as follows:
 - a. Day 1 through 10 at \$85.00 per day
 - b. Day 11 through 20 at \$110.00 per day
 - c. Day 21 and on will be paid at the per diem rate based on the base teacher salary. This is currently \$197.79
2. Incentivize retired teachers to sub for us by starting them at the \$110.00 per day rate when they agree to sub for District #205.
3. Provide retired teachers with free access to Ed Leaders Network so they can work online to maintain their license with the understanding that they agree to sub for us for a minimum of 15 days per school year.
4. Promote and utilize the new law that allows for substitute teachers registration fees to be reimbursed by the state for those subs who can document at least 10 full days of substitute teaching. This law is applicable for any substitute who has had their license on or after July 1, 2017.
5. Establish a two tiered daily sub pay program as follows:
 - a. Day 1 through 10 at \$85.00 per day
 - b. Day 11 and on will be paid at \$110.00 per day

Please note, this program is designed to reward those substitutes who make a commitment to our district. The 10 days of subbing to move to the next tier of sub pay do not have to be concurrent.