

**Substitute Pay Rates
Then and Now**

Pay Rates from Sept. 2016 until Jan. 2023	Rates Paid to Subs
Day to Day Sub. Teacher	\$110.00 a day
Short-Term Sub. Teacher	\$150.00 a day
Building Sub. Teacher	\$125.00 a day
Day to Day Sub. Aide (\$12/hr)	\$84.00 a day

New Pay Rates starting on Feb. 1, 2023	Rates Paid to Subs
Day to Day Sub. Teacher	\$130.00 a day
Short-Term Sub. Teacher	\$180.00 a day
Building Sub. Teacher	\$150.00 a day
Day to Day Sub. Aide (\$15/hr)	\$105.00 a day

Comparing 2022-2023 to 2023-2024
Faculty and Paraprofessionals

2022-2023 School Year					
Fill Rates for Teachers and Paraprofessionals					
	# Days of work	Fill Needed	Filled	Unfilled	Fill Rate
September	19	608	407	201	66.94%
October	20	965	494	471	51.19%
November	20	850	501	349	58.94%
December	16	888	460	428	51.80%
January	20	907	557	350	61.41%
February	19	782	447	335	57.16%
March	23	881	608	273	69.01%
April	15	662	476	146	76.53%
May	22	968	692	276	71.49%
June	13	464	363	101	78.23%

2023-2024 School Year					
Fill Rates for Teachers and Paraprofessionals					
	# Days of work	Fill Needed	Filled	Unfilled	Fill Rate
September	18	658	535	123	81.31%
October	22	898	723	175	80.51%
November	20	730	587	143	80.41%
December	16	752	553	199	73.50%
January	19	683	581	102	85.07%
February	20				
March	16				
April	22				
May	22				
June	9				

Comparing 2022-2023 to 2023-2024
Faculty Only

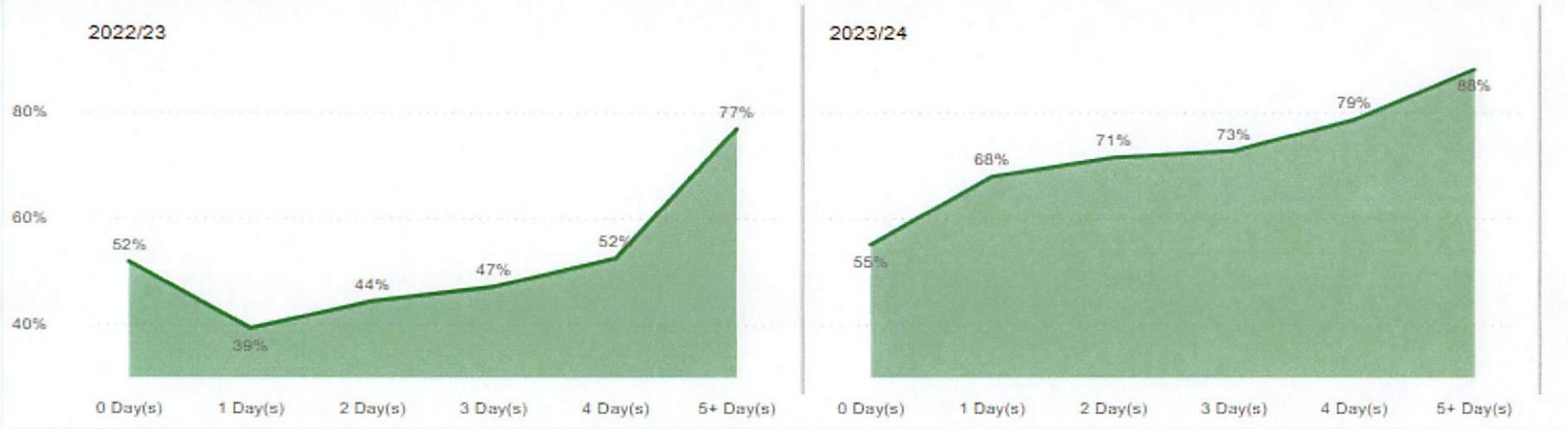
2022-2023 School Year					
Fill Rates for Teachers Only					
	# Days of work	Fill Needed	Filled	Unfilled	Fill Rate
September	19	502	388	114	77.29%
October	20	795	456	339	57.36%
November	20	692	455	237	65.75%
December	16	766	435	331	56.79%
January	20	786	529	257	67.30%
February	19	695	422	273	60.72%
March	23	768	598	170	77.86%
April	15	538	460	78	85.50%
May	22	806	648	158	80.40%
June	13	382	327	55	85.60%

2023-2024 School Year					
Fill Rates for Teachers Only					
	# Days of work	Fill Needed	Filled	Unfilled	Fill Rate
September	18	583	502	81	86.11%
October	22	764	660	104	86.39%
November	20	622	524	98	84.24%
December	16	594	468	126	78.79%
January	19	562	495	67	88.08%
February	20				
March	16				
April	22				
May	22				
June	9				

Lead Time Comparison Faculty and Paraprofessionals

Lead Time

Fill Rate by Time Entered



Substitutes Hired By Month

Aug-22	3
Sep-22	9
Oct-22	8
Nov-22	3
Dec-22	10
Jan-23	6
Feb-23	8
Mar-23	13
Apr-23	4
May-23	5
Jun-23	6
Jul-23	6
Aug-23	12
Sep-23	16
Oct-23	4
Nov-23	7
Dec-23	4
Jan-24	15

