

**GLENBROOK HIGH SCHOOLS**  
**Office of the Superintendent**  
**Glenview - Northbrook, Illinois**

To: Board of Education  
 From: Mike Riggle  
 Re: Substitute Teacher Compensation  
 Date: July 14, 2014

**Recommendation:** It is recommended that the Board of Education approve an increase in the compensation rate of substitute teachers from \$90 to \$100 per day for the first 20 days and from \$98 to \$108 per day for 20 to 30 days beginning in the 2014 - 2015 school year.

**Background**

In early May, the building principals expressed concern that the pool of substitutes might be diminishing due to a difference in compensation rates in comparison to other area high school districts. This was based on feedback from the departments in their efforts to procure substitutes and their conversations with current substitutes working for the district. As a follow-up, I asked Dr. Caliendo to collect comparative rates from the surrounding high school districts, which revealed the following:

**Comparison of Outside Substitute Teacher Rates**  
**FY15 Proposed Increase of \$10/Day for <30 Days**

	<20 Days	>20 Days	>30 Days
Glenbrook 225	\$ 100	\$ 108	\$ 298
Palatine 211	\$ 103	\$ 113	\$ 281
Arlington Heights 214	\$ 105	\$ -	\$ 175
Niles 219	\$ 110	\$ -	\$ 293
Deerfield 113	\$ 175	\$ -	\$ 278
New Trier 203	\$ 180	\$ -	\$ 293
Current Glenbrook 225	\$ 90	\$ 98	\$ 298

Based on the number of substitutes used during an average school year, Mrs. Siena has estimated that this recommendation will result in approximately a \$30,000 increase across the district. Procurement of substitute teachers is a district initiative for the Human Resources Department for the 2014 - 2015 school year. We will be working to expand the Skyward system to establish digital tracking of substitutes and will consider a third party application that will allow substitutes to be procured electronically.