

Calculating the cost for substitute teacher for one full semester:

Days 1 -X:

Days X - X:

Days X - 90:

Salary scale:

Health Care Costs for 1 semester:

TOTAL COST:

Example:

- Days 1 - 5 on the same assignment - \$80.00 per day
- Days 6 -30 on the same assignment - \$85.00 per day
- Days 6-30 on the same assignment - \$100/day if they had worked 40 days substituting the previous semester or school year
- Retired Teacher/Administrators - \$100.00 per day
- Day 31 – on - consecutive days on the same assignment, the per diem salary rate of the first step of the BA column on the current teacher salary schedule retroactive to the 11th day on the same assignment.

Questions to consider when calculating the District costs for substitute teacher:

- How many teacher work days are there each semester?
- Are long terms subs expected to attend professional development days or only student attendance days?
- Is there a cap on the number of days that a sub can work before full salary and benefits kick in?
- Are long terms subs expected to attend professional development days or only student attendance days?
- Will the District employ a “look-back” period for health care coverage under the Affordable Care Act and if so, how will that impact cost?

Please remember that according to ***Illinois School Code***:

There is no limit on the number of days that a teacher may teach in a single school district, provided that:

1. No substitute teacher may teach longer than 90 school days for any one licensed teacher under contract in the same school year; and
2. A substitute teacher who holds a Professional Educator License or an Educator License with Stipulations requiring a bachelor’s degree, may not teach for more than 120 school days for any one licensed teacher under contract for one school year.