

# *West Lafayette Community School Corporation*

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TO: Dr. Shawn Greiner, Superintendent  
Board of School Trustees

FROM: Michelle Cronk, CFO

DATE: December 5, 2022

RE: Substitute Teacher Pay Recommendation

At the two previous meetings of the Board of School Trustees, teachers and classified staff received raises for the 2022-2023 school year. The next step is to determine the pay rate for substitute teachers. The Business Office has analyzed state data through Forecast Five Analytics over the past month to determine a rate that would make West Lafayette Community Schools competitive in our region with respect to substitute teacher pay.

The current substitute teacher pay rate is \$90 per day. In order to remain competitive, it is necessary to increase our daily substitute teacher rate to \$110 per day. While this certainly would not be the highest daily rate in the state, it would put us towards the top in our region. Due to this increase, we would also need to increase our daily rates for permanent substitute teachers and retiree substitutes. To keep the same differential as we currently have, retiree substitutes would need to be increased to \$130 per day and permanent substitutes would need to be increased to \$145 per day. A permanent substitute without a teacher certification would be paid \$130 per day. These increases in daily rates will go into effect with days worked beginning in January of 2023. If these rates were in effect for the beginning of the 2022-2023 school year, the additional cost would have been approximately \$9,700 including employer taxes.

Please place this recommendation on the agenda for December 12, 2022. If you have any questions, please don't hesitate to let me know.