

Substitute teacher compensation 2018-19

To assist school directors with determining substitute teacher compensation, PSBA compiles an annual report.

Of the 479 responding Pennsylvania public school districts, 453 reported a daily rate. Based on those districts, **the 2018-19 average daily substitute per-diem pay rate is \$100**. The minimum reported rate is \$75 per day, and the maximum is \$160. The most frequent pay rate (mode) and the median pay rate are \$100 per day. A total of 253 school districts (53% of those responding) reported using a contracted service to provide substitute teacher staffing.

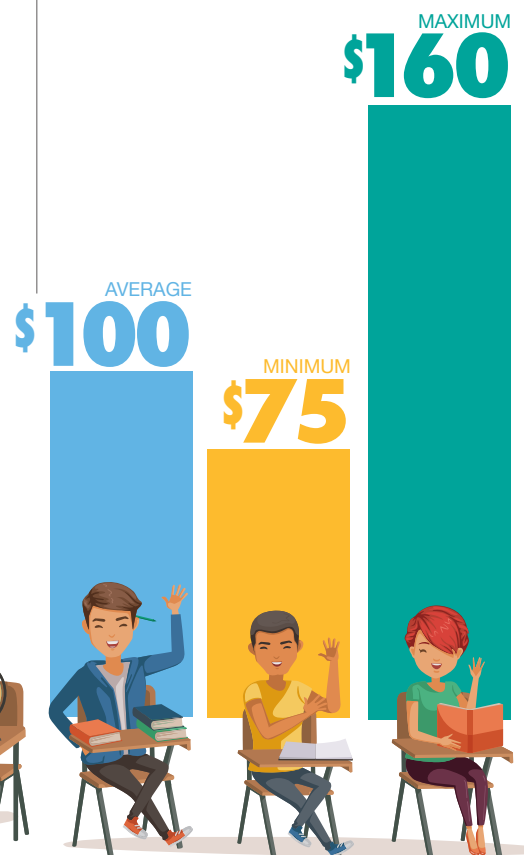
Comparative tables included in the report are based on PSBA Section, community type, pay rate range distributions and average daily rate by school year.

Member school officials can request information for their local area or a detailed report, by contacting **Anne Herald**, PSBA research manager, at (800) 932-0588, ext. 3364, or research-info@psba.org.

2018-19 Pennsylvania Public School Per Diem Pay Rate for Daily Substitute Teachers by PSBA Section*

PSBA Section	Average	Minimum	Maximum	Median	Number of Districts
1	\$93	\$75	\$125	\$90	63
2	94	75	110	95	27
3	98	80	145	100	35
4	98	80	122	100	46
5	99	85	150	100	88
6	90	80	125	85	43
7	109	85	150	105	63
8	107	90	160	105	88
All Districts	\$100	\$75	\$160	\$100	453

*PSBA Section areas by county: Section 1 - Armstrong, Butler, Clarion, Crawford, Erie, Forest, Indiana, Lawrence, Mercer, Venango and Warren; Section 2 - Cameron, Centre, Clearfield, Clinton, Elk, Jefferson, McKean and Potter; Section 3 - Bradford, Columbia, Lycoming, Montour, Northumberland, Snyder, Sullivan, Tioga and Union; Section 4 - Carbon, Lackawanna, Luzerne, Monroe, Pike, Schuylkill, Susquehanna, Wayne and Wyoming; Section 5 - Allegheny, Beaver, Fayette, Greene, Washington and Westmoreland; Section 6 - Bedford, Blair, Cambria, Fulton, Huntingdon, Juniata, Mifflin and Somerset; Section 7 - Adams, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry and York; and Section 8 - Berks, Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton and Philadelphia.



PA Public School Per Diem Pay Rate for Daily Substitute Teachers



by the numbers

Pennsylvania Public School Per Diem for Daily Substitute Teachers by School Year

School Year	Average
2018-19	\$100
2017-18	98
2016-17	96
2015-16	92
2014-15	89
2013-14	87
2012-13	86
2011-12	86
2010-11	86
2009-10	85
2008-09	85
2007-08	83
2006-07	80
2005-06	79
2004-05	78
2003-04	77
2002-03	75
2001-02	74
2000-01	74

2018-19 Pennsylvania Public School Per Diem Pay Rate for Daily Substitute Teachers by Community Type

Community Type	Average	Minimum	Maximum	Median	Number of Districts
Urban	\$109	\$85	\$150	\$100	22
Suburban	102	78	160	100	203
Rural	97	75	145	100	228
All Districts	\$100	\$75	\$160	\$100	453

2018-19 Pennsylvania Public School Per Diem for Daily Substitute Teachers by Pay Rate Ranges

Pay Rate Range	Number of Districts	Percentage In Range
\$75-84	22	5%
85-89	52	11
90-94	77	17
95-99	30	7
100-104	146	32
105-109	28	6
110-114	39	9
115-160	59	13
Total	453	100%

