

Substitute teacher compensation 2021-22

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

Of the 483 responding Pennsylvania public school districts, 454 reported a daily rate and based on those districts, the 2021-22 average daily substitute per-diem pay rate is \$118. The minimum reported rate is \$80 per day, and the maximum is \$263. The most frequent pay rate (mode) is \$100 per day and the median pay rate is \$115 per day. A total of 276 school districts (57% 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 sending a request to research-info@psba.org.



2021-22 Pennsylvania Public School Per Diem Pay Rate for Daily Substitute Teachers by PSBA Section *

PSBA Section	Average	Minimum	Maximum	Median	Number of Districts
1	\$113	\$80	\$225	\$105	61
2	\$109	\$90	\$152	\$105	29
3	\$116	\$90	\$185	\$110	35
4	\$118	\$90	\$160	\$120	46
5	\$118	\$85	\$263	\$110	89
6	\$105	\$85	\$150	\$100	42
7	\$125	\$100	\$200	\$125	67
8	\$125	\$90	\$225	\$120	85
All Districts	\$118	\$80	\$263	\$115	454

*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.



by the numbers

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

School Year	Average
2021-22	\$118
2020-21	\$105
2019-20	\$102
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

2021-22 Pennsylvania Public School Per Diem Pay Rate for Daily Substitute Teachers by Community Type

Community Type	Average	Minimum	Maximum	Median	Number of Districts
Urban	\$126	\$85	\$210	\$120	21
Suburban	\$122	\$85	\$263	\$115	204
Rural	\$113	\$80	\$185	\$110	229
All Districts	\$118	\$80	\$263	\$115	454

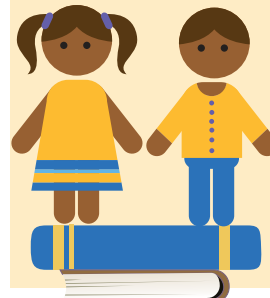
2021-22 Pennsylvania Public School Per Diem for Daily Substitute Teachers by Pay Rate Ranges

Pay Rate Range	Number of Districts	Percentage In Range
\$80-94	33	7%
\$95-99	15	3%
\$100-104	91	20%
\$105-109	21	5%
\$110-114	59	13%
\$115-119	41	9%
\$120-124	46	10%
\$125-129	55	12%
\$130-134	16	4%
\$135-263	77	17%
Total	454	100%

SUBURBAN
\$122
AVERAGE



URBAN
\$126
AVERAGE



RURAL
\$113
AVERAGE

