



Substitute Teacher Compensation 2019-20

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

Of the 491 responding Pennsylvania public school districts, 465 reported a daily rate and based on those districts, **the 2019-20 average daily substitute per diem pay rate is \$102**. The minimum reported rate is \$78 per day, and the maximum is \$150. The most frequent pay rate (mode) and the median pay rate are \$100 per day. A total of 272 school districts (55% 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.

2019-20 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	\$78	\$131	\$90	64
2	\$100	\$85	\$125	\$100	29
3	\$101	\$80	\$146	\$100	34
4	\$100	\$80	\$150	\$100	49
5	\$100	\$85	\$150	\$100	93
6	\$91	\$80	\$120	\$90	40
7	\$110	\$85	\$150	\$110	67
8	\$109	\$90	\$140	\$110	89
All Districts	\$102	\$78	\$150	\$100	465

*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

2019-20 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	\$105	26
Suburban	\$103	\$78	\$140	\$100	203
Rural	\$99	\$80	\$150	\$100	236
All Districts	\$102	\$78	\$150	\$100	465

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

School Year	Average
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

2019-20 Pennsylvania Public School Per Diem for Daily Substitute Teachers by Pay Rate Ranges

Pay Rate Range	Number of Districts	Percentage In Range
\$75-84	16	3%
\$85-89	38	8%
\$90-94	82	18%
\$95-99	34	7%
\$100-104	130	28%
\$105-109	26	6%
\$110-114	54	12%
\$115-150	85	18%
Total	465	100%

