


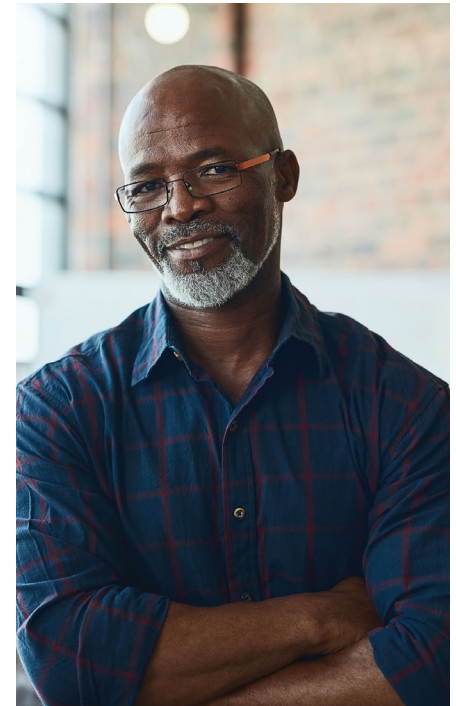
Substitute Teacher Compensation 2020-21

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

Of the 485 responding Pennsylvania public school districts, 462 reported a daily rate and based on those districts, **the 2020-21 average daily substitute per-diem pay rate is \$105**. The minimum reported rate is \$78 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 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.

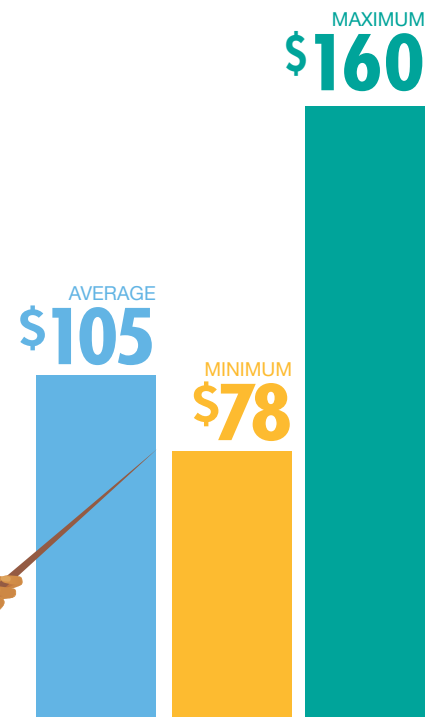
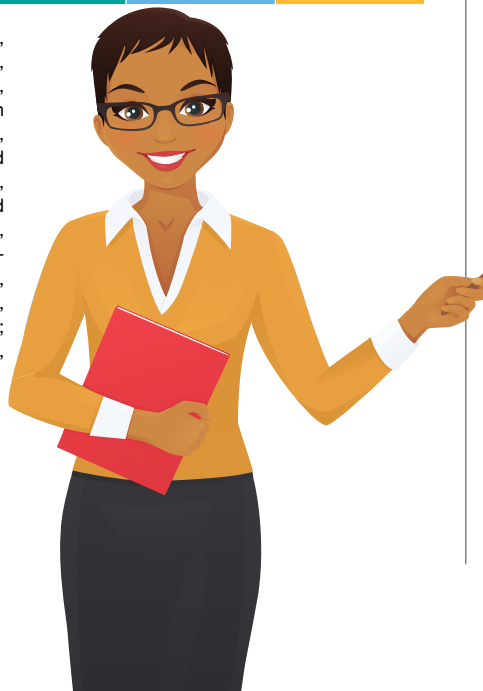
Member school officials can request information for their local area or a detailed report by contacting **Anne Herald**, PSBA senior research manager, at (717) 506-2450, ext. 3364, or research-info@psba.org. 



2020-21 Pennsylvania Public School Per Diem Pay Rate for Daily Substitute Teachers by PSBA Section*

PSBA Section	Average	Minimum	Maximum	Median	Number of Districts
1	\$96	\$78	\$150	\$95	63
2	\$102	\$90	\$132	\$100	26
3	\$104	\$85	\$146	\$100	32
4	\$103	\$80	\$150	\$100	47
5	\$106	\$80	\$150	\$100	92
6	\$97	\$80	\$150	\$90	42
7	\$111	\$85	\$160	\$110	69
8	\$112	\$90	\$150	\$110	91
All Districts	\$105	\$78	\$160	\$100	462

*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

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

School Year	Average
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

2020-21 Pennsylvania Public School Per Diem Pay Rate for Daily Substitute Teachers by Community Type

Community Type	Average	Minimum	Maximum	Median	Number of Districts
Urban	\$111	\$85	\$150	\$110	26
Suburban	\$107	\$78	\$160	\$105	205
Rural	\$103	\$80	\$150	\$100	231
All Districts	\$105	\$78	\$160	\$100	462

2020-21 Pennsylvania Public School Per Diem for Daily Substitute Teachers by Pay Rate Ranges

Pay Rate Range	Number of Districts	Percentage In Range
\$78-84	11	2%
\$85-89	27	6%
\$90-94	52	11%
\$95-99	28	6%
\$100-104	137	30%
\$105-109	33	7%
\$110-114	60	13%
\$115-160	114	25%
Total	462	100%

