



**The Public Schools of Brookline**  
Town Hall  
333 Washington Street, 5<sup>th</sup> Floor  
Brookline, Massachusetts 02445

To: School Committee  
Linus J. Guillory, PhD

From: Susan K. Givens, Ed.D.

Re: Substitute Rates for FY24

Date: August 29, 2023

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We have conducted a survey of surrounding school short term rates for substitute teachers and nurses. We learned that the average daily teacher rate in our area is \$131 compared to our rate of \$112 and the average daily rate for nurses is \$193 compared to our rate of \$175.

With the labor pool being tight, it is important that we offer a competitive rate to attract and retain substitutes. To be competitive, we would like to raise the per diem rate for teachers to \$135 and to \$200 for nurses. Substitutes are non-aligned employee.

Data:

Per Diem Rates		
Districts	Teachers	Nurses
Arlington	120	
Lexington	150	150
Needham	111	225
Wellsley	140	195
Weston	140	
Milton	110	
Cambridge	173	
Watertown	105	
Newton	125	
Somerville	150	
Belmont		200
Deedham	120	
<b>Average</b>	<b>131</b>	<b>193</b>
Brookline	112	175
<b>Recommend</b>	<b>135</b>	<b>200</b>

Motion: To increase the per diem rate for substitute teachers to \$135 and for nurses to \$200 effective September 1, 2023.