

**PUBLIC SCHOOLS**

MILTON, MASSACHUSETTS 02186



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To: School Committee Finance Subcommittee  
From: Glenn Pavlicek Assistant Superintendent for Finance and Operations  
Subject: Substitute Teacher Salaries  
Date: November 13, 2023

Owing to difficulties in recruiting substitute teachers, the School Department would like to increase the rates by \$15 per day.

This would make the rates:

Daily Substitute: \$125/day  
Building Substitute: \$165/day  
Long Term Substitute: \$205/day  
Retired Teacher Substitute: \$135/day  
Daily Substitute Nurse: \$240/day

**25 Gile Road, Milton, Massachusetts 02186**

The Milton Public School system does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, transgender status, gender transitioning, age, national origin (ancestry), disability, pregnancy/parenting status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations. These include, but are not limited to, admissions, equal access to programs and activities, hiring and firing of staff, provision of and access to programs and services, as well as selection of volunteers, vendors and employers recruiting at the Milton Public Schools. We are committed to providing an inclusive and welcoming environment for all members of our staff, students, volunteers, subcontractors, and vendors. The following person has been designated to handle inquiries regarding the non-discrimination policies: Dr. Garth McKinney, Asst. Superintendent for Curriculum & Human, 617-696-4812