

**Venus Independent School District
Board of Trustees**



Date of Meeting: March 23, 2026

Agenda Item: Presentation of Substitute Teacher service providers. ESS, Edustaff and Kelly Education.

Agenda Section: Presentation

Administrator Responsible: Donain Martinez, Director of Human Resources

Summary/Background Information: An analysis of several substitute system providers was conducted. Providers included ESS, Kelly Education and Edustaff. The analysis consisted of a review of substitute recruitment, training of recruits, costs, fill rates, availability through approved vendor cooperatives, applications (Frontline), transition of system use, and strategic partnerships.

Administrative Recommendations: Presentation of Data.