



**Board Meeting Date:** 3/4/2024

**Title:** Substitute Teacher Fill Rates

**Type:** Information

**Presenter(s):** Sonya Sailer, Director of Human Resources

**Background:** To better attract substitute teachers to work in our school district, the Edina School Board approved the administration's request to increase daily and building teacher substitute rates beginning in January 2023. A district's ability to hire enough substitute teachers to replace its absent teachers is referred to as its "fill rate," which equates to the percentage of teacher absences that were covered by a substitute teacher. At the time of the administration's request, the school district's fill rate averaged 63%. Following the Board's approval of the new rates, our district's fill rate averaged 73% in January 2023, 67% in February 2023, 79% in March 2023, 82% in April 2023, and 86% in May 2023.

As reported last fall, the building principals and representatives from human resources engaged in an IROD analysis for collaborative decision-making last summer around substitute coverage for this school year. The result was to move to a building substitute model staffed fully through Teachers on Call (TOC), which allowed the district to add an additional building substitute at each school building to provide more support for unexpected absences.

Our substitute system has been highly successful this school year with our district's fill rate averaging 97% in September 2023, 96% in October 2023, 96% in November 2023, 97% in December 2023, and 98% in January 2024. The district has also enjoyed an increase in the number of TOC substitutes choosing to provide teaching services in Edina growing from 282 active teacher substitutes in March of 2023 to 385 active teacher substitutes today.

Analysis of our surrounding school districts shows that our substitute teacher rates remain competitive at this time. EPS currently provides \$175/day for a daily substitute (\$200/day on Fridays) and \$200/day for a building substitute. The district will continue to monitor substitute teacher rates and report its findings and recommendation prior to the 2024-2025 school year.

**Recommendation:** Information only

**Attachment(s):** N/A