



**Board Meeting Date:** 3/13/2023

**Title:** Substitute Teacher Fill Rates

**Type:** Information

**Presenter(s):** Sonya Sailer, Director of Human Resources; and Mert Woodard, Director of Business Services

**Background:** To better attract substitute teachers to work in our school district, the Edina School Board approved the administration's request to increase substitute daily rates effective January 3, 2023. A school 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. At the time of the administration's request in December 2022, the school district's fill rate averaged 63%. Following the School Board's approval of the new daily rates, the school district's fill rate was 73% in January 2023, 67% in February 2023, and 74% through the first five school days of March 2023.

An analysis of our surrounding school districts shows that our substitute teacher rates remain competitive. EPS provides \$175/day for a daily substitute (\$200/day on Fridays) and \$200/day for a building substitute. The average of our neighboring districts is \$175/day for a daily substitute (\$195 per day on Mondays and Fridays) and \$195/day for a building substitute.

Our school district continues to experience its largest number of absences on Fridays. At its December 12, 2023 regular meeting, the School Board approved the administration's request to offer a \$200/day incentive rate on Fridays as needed. At that time, the district's fill rate on Fridays was 52%. Since the \$200/day incentive rate went into effect in January 2023, the district's Friday fill rate has averaged 70%. The administration plans to continue the Friday incentive rate through March 2023 and will reevaluate the need to continue it in April and May based on fill rates.

When a substitute is not available to cover for an absent teacher, the principal often has no choice but to assign another teacher to cover the absent teacher's classroom. Teachers provide this coverage during their prep time, which is traditionally used for lesson planning. Teachers need their prep time to ensure proper preparation in teaching and to prepare lesson plans that best meet the needs of their students. Our teachers' contract provides for additional salary in these situations, which is based on the covering teacher's pro rata rate.

**Recommendation:** Information only

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