



**Board Meeting Date:** 6/9/2025

**Title:** 2024-2025 Substitute Teacher Fill Rate

**Type:** Information

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

**Background:** A school district's "fill rate" refers to its ability to hire enough substitute teachers to cover absent teachers, expressed as the percentage of teacher absences filled by substitutes.

Beginning with the 2023-2024 school year, the district adopted a building substitute model fully staffed through Teachers on Call (TOC). This change enabled the addition of a dedicated substitute at each school building, providing increased support for unexpected staff absences. The new system has proven highly effective, with the district's overall substitute fill rate averaging 97% in 2024-2025, which is up from 96% in 2023-2024 and just 70% in 2022-2023. Additionally, more TOC substitutes are choosing to serve in Edina, with 438 active teacher substitutes in 2024-2025.

**Recommendation:** Information only

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