



DATE: May 26, 2026

TITLE: Kelly Services

TYPE: Action

PRESENTER: Sue Stark, Director of Human Resources

BACKGROUND:

During the 2025–2026 school year, the district established a Substitute Task Force to address the ongoing need for consistent classroom coverage by substitutes. The task force includes 38 members representing teachers, administrators, clerical staff, and substitute teachers. The purpose of the group was to examine the district’s current substitute system and identify opportunities to strengthen and improve substitute coverage across the district.

The task force focused its work around the guiding question: *How can the district strengthen systems, staffing, and support to ensure consistent classroom coverage in ways that are sustainable, effective, and student-centered?*

As part of this work, Kelly Services presented information to the task force regarding substitute staffing solutions. Their presentation highlighted strategies to improve substitute fill rates, expand the substitute pool, increase consistency through training, and create a more predictable and reliable daily coverage system.

RATIONALE:

The district continues to experience challenges in securing consistent substitute coverage, which can impact student learning, staff workload, and daily school operations. Improving substitute staffing systems is necessary to ensure classrooms are consistently supported by qualified personnel and to reduce disruptions caused by unfilled absences.

Through the work of the Substitute Task Force, the district identified a need for stronger systems and additional supports to improve substitute recruitment, training, and placement processes. Kelly Services’ proposal offers potential solutions to these challenges by increasing access to a larger substitute pool, improving fill rates, and providing more structured training and support for substitutes. These improvements would help create a more sustainable, efficient, and student-centered substitute coverage system across the district.

Kelly Services will also provide and fund Red Rover absence management for our school.

RECOMMENDATION:

I recommend contracting with Kelly Services for substitute staffing services.