



Board Meeting Date: 9/9/2024

Title: 2023-2024 Substitute Teacher Fill Rate

Type: Information

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

Background: 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 teacher

Beginning with the 2023-2024 school year, the district moved to a building substitute model staffed fully through Teachers on Call (TOC). This modification allowed the district to add an additional building substitute at each school building to provide more support for unexpected absences. Our new substitute system proved to be highly successful during the 2023-2024 school year with our overall fill rate averaging 96%. As a point of comparison, the district's overall fill rate averaged 70% during the 2022-2023 school year. The district also enjoyed an increase in the number of TOC substitutes choosing to provide services in Edina in 2023-2024, growing to 407 active teacher substitutes today.

Analysis of our surrounding school districts shows that our district's substitute teacher pay rates remain competitive at this time. EPS currently provides \$175/day for a daily teacher substitute (\$200/day on Fridays) and \$200/day for a building teacher substitute. The district will continue to monitor substitute teacher rates to ensure it provides competitive pay rates.

Recommendation: Information only

Attachment(s): N/A