



DEFINING EXCELLENCE

Board Meeting Date: 6/8/2026

Title: 2025-2026 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 Kelly Services (formerly known as Teachers on Call). This change enabled the addition of dedicated substitutes at each school building, providing increased support for unexpected staff absences. Our substitute system continues to prove highly effective, with the district's overall substitute fill rate averaging 99% in 2025-2026, which is up from 97% in 2024-2025, 96% in 2023-2024, and 70% in 2022-2023.

Recommendation: Information only

Attachment(s): N/A