

ISD 877 Buffalo-Hanover-Montrose
Educational Support Professionals Absence Report
For School Year 2009-10

09/08/2009-04/08/2010

714 SPED ESP absences
120 Filled with internal replacement
594 External subs needed
568 External subs filled
26 External subs not filled

5.7 Average number of absences filled per day
0.2 Average number of absences not filled per day
95.6% % success filling subs

Filled absences

83.2% % of absences filled externally
16.8% % of absences filled internally

04/08/2010-06/10/2010:

188 SPED ESP absences
21 Filled with internal replacement
167 External subs needed
160 External subs filled
7 External subs not filled

3.9 Average number of absences filled per day
0.1 Average number of absences not filled per day
95.8% % success filling subs

Filled absences

88.8% % of absences filled externally
11.2% % of absences filled internally

Benefits of the sub pay rate increase:

1. More cost effective to hire external subs than to fill from within as internal sub is paid their regular rate of pay which is higher than the sub rate
2. Slightly better likelihood of finding subs to fill positions externally