**FY23 Substitute Teacher Highlights**

Since July 1, 2022, BPS experienced an increase of 136 (33%) additional Substitutes onboarded over SY22. 407 substitutes total were onboarded in SY22. 543 were onboarded in SY23. We currently have 1,384 active subs on record.

Representatives from the Substitute Office have attended 15 recruiting events (job fairs, open houses) since June 2022.

7/11 Cocoa High School

7/24 Community Church

7/25 Eau Gallie High School

7/26 Satellite High School and Titusville High

7/27 ESF

7/28 Clearlake Adult Ed and Bayside High School

7/31 Community Church

9/19 Hispanic Cultural Event – Palm Bay

9/22 Career Source – Palm Bay

10/7 Saturn Elementary

10/10 Imperial Estates

10/20 Clearlake Adult Ed

11/30 Career Source Brevard Veterans – Viera Community Center

12/1 Career Source 50+ Back to Work – Rockledge

2/14 ESF

A Survey sent to Active Substitutes in October of 2022 highlighted some reasons for our successful recruitment of additional Substitutes. We received 424 responses. Of these responses 380 indicated the increase in hourly wage by $5.00/hour for each substitute pay category is a main contributor for recruitment and retention. In addition, the waiver of all onboarding fees has helped us attract more substitutes.

BPS switched system platforms in June 2022 from SmartFind to Red Rover. Our Substitute Survey received 238 responses of positive feedback for this change in platform. The ease of use and technological advancements of Red Rover make it easier for substitutes to locate and sign up for jobs.

**Fill Rates:**

The current average fill rate for SY23 is 77.56%. This is an 11.28% increase from SY22 (66.28%).

As of 2/28/22 (SY22), 18,687 jobs had been filled by substitutes. As of 2/24/23 (SY23), 31,745 jobs have been filled by substitutes. This is an increase of 13,058 jobs filled. More jobs have been filled by substitutes this year by 2/24/23 than were filled in total SY22.

Recruitment, communication of the pay increase and ease of locating jobs have been the keys to Success of Substitute recruitment and retention this School Year.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FILL RATE %** | **August** | **September** | **October** | **November** | **December** | **January** | **February** | **March** | **April** | **May** | **AVERAGE %** |
| **2021-2022** | **58.63** | **61.69** | **64.27** | **68.08** | **75.5** | **56.43** | **67.46** | **73.62** | **67.42** | **69.7** | **66.28** |
| **2022-2023** | **78.18** | **77.19** | **76.76** | **77.99** | **77.53** | **78.33** | **76.96** |  |  |  | **77.56** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **TOTAL FILLED** | **August** | **September** | **October** | **November** | **December** | **January** | **February** | **March** | **April** | **May** | **TOTAL FILLED** |
| **2021-2022** | **880** | **3,406** | **3,043** | **2,491** | **2,943** | **3,181** | **2,743** | **2,202** | **3,205** | **3,434** | **27,528** |
| **2022-2023** | **3,378** | **4,551** | **5,527** | **3,972** | **4,319** | **5,341** | **4,657** |  |  |  | **31,745** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **TOTAL UNFILLED** | **August** | **September** | **October** | **November** | **December** | **January** | **February** | **March** | **April** | **May** | **TOTAL UNFILLED** |
| **2021-2022** | **516** | **2,115** | **1,692** | **1,168** | **955** | **2,456** | **1,323** | **789** | **1,549** | **1,493** | **14,056** |
| **2022-2023** | **943** | **1,345** | **1,673** | **1,121** | **1,252** | **1,478** | **1,394** |  |  |  | **9,206** |