A Year in Review:
NATIONAL 2015-16 EMPLOYEE ABSENCE & SUBSTITUTE DATA

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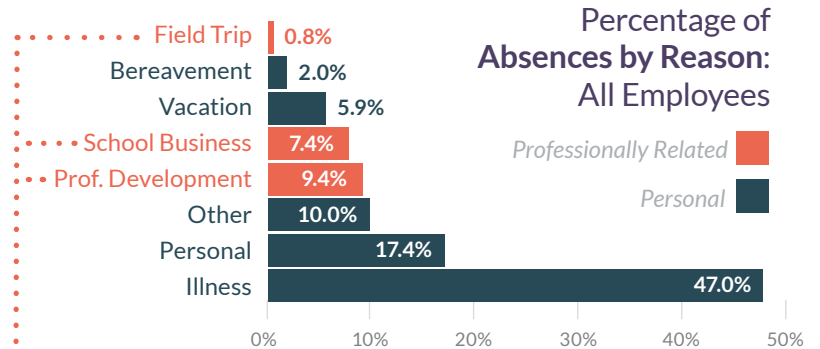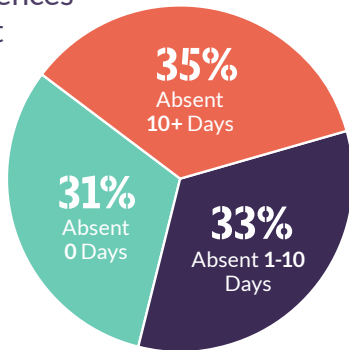
Requiring a Sub | Not Requiring a Sub

11.73 | **24.95**

Average Number of **Absences** per Employee

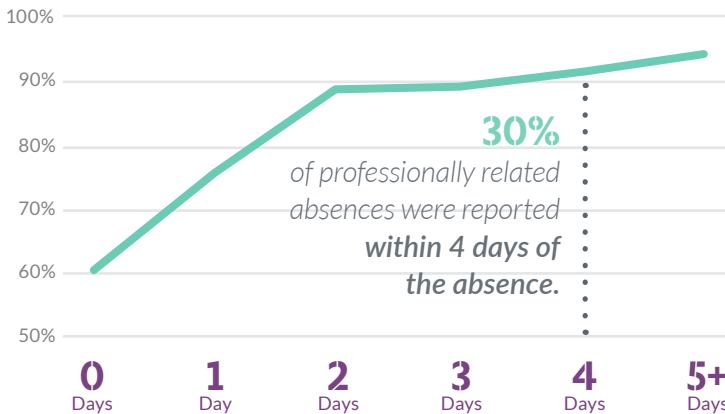Percentage of Absences for Employees that Require a Sub by **Number of Days Absent**

31% Absent 0 Days
33% Absent 1-10 Days
35% Absent 10+ Days

31% Had Perfect Attendance

Percentage of **Absences by Reason:** All Employees

Professionally Related
Personal

Reason	%
Field Trip	0.8%
Bereavement	2.0%
Vacation	5.9%
School Business	7.4%
Prof. Development	9.4%
Other	10.0%
Personal	17.4%
Illness	47.0%

18% of Absences Were Professionally Related

30% of professionally related absences were reported **within 4 days of the absence.**

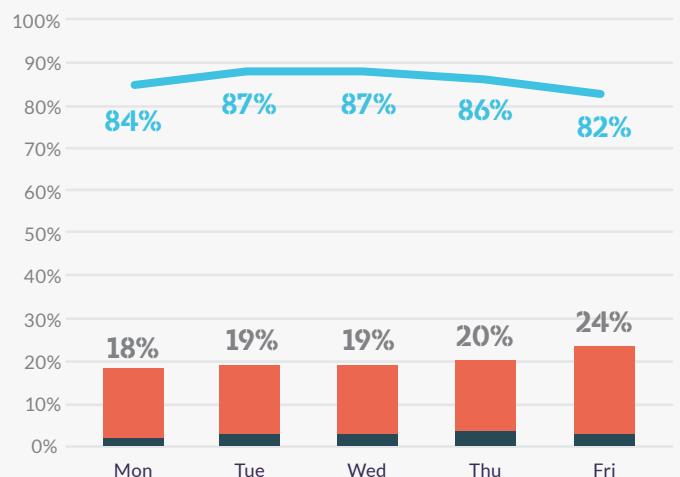0 Days · 1 Day · 2 Days · 3 Days · 4 Days · 5+ Days

Fill Rate for Professionally Related Absences by **Absence Reporting Lead Time**

It's more difficult to find substitutes on short notice. Reporting absences in advance correlates with greater fill rates.

Percentage of Absences and Corresponding Fill Rates **by Day of Week**

Professionally Related | *Personal* | *Total Fill Rate*

Fridays saw the highest absence rate and lowest fill rate, but 19% of professionally related absences were scheduled for these days. Only 13% of professionally related absences took place on Mondays, the day with the lowest overall fill rates.

Total Fill Rate: Mon 84% · Tue 87% · Wed 87% · Thu 86% · Fri 82%

Absence Rate: Mon 18% · Tue 19% · Wed 19% · Thu 20% · Fri 24%

2.6 : 1 — Average **Employee/Sub Ratio**

Employee/Sub Ratio: the average number of employees requiring a sub compared to the number of substitutes signed up to work in the district. *Higher ratios are correlated with lower fill rates.*

Employee/Sub Ratio by **Demographic**

District Size	Urban	Suburban	Rural
Small	0.9	0.9	0.9
Medium	2.5	2.2	2.2
Large	3.3	3.1	3.2
Extra Large	3.7	4.0	4.0

Substitute Days Worked (x-axis), *Employee/Sub Ratio* (y-axis)
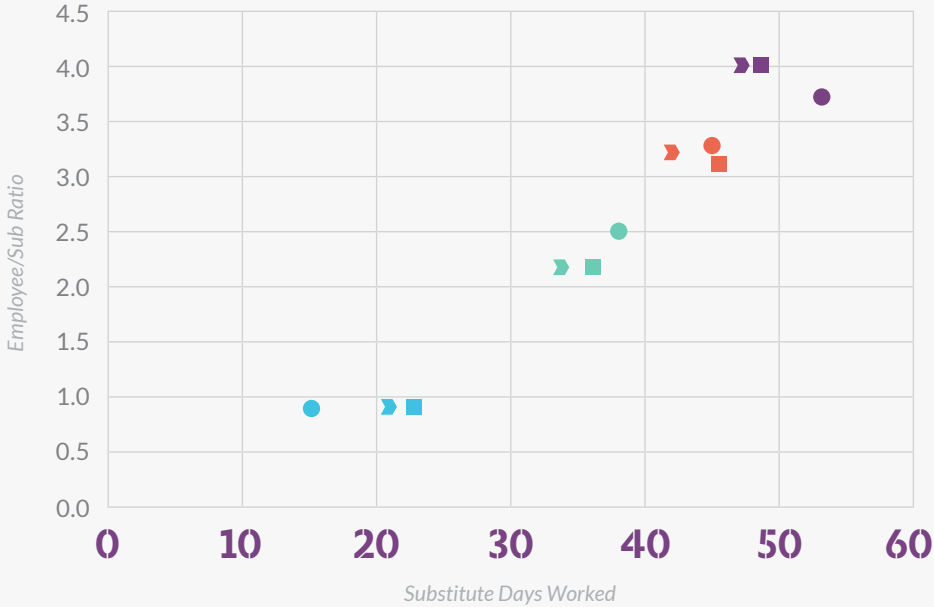
Employee/Sub Ratio & **Substitute Days Worked**

It's more difficult to find substitutes on short notice. *Reporting absences in advance correlates with greater fill rates.* Larger districts have subs that work more days, and have higher employee to sub ratios.
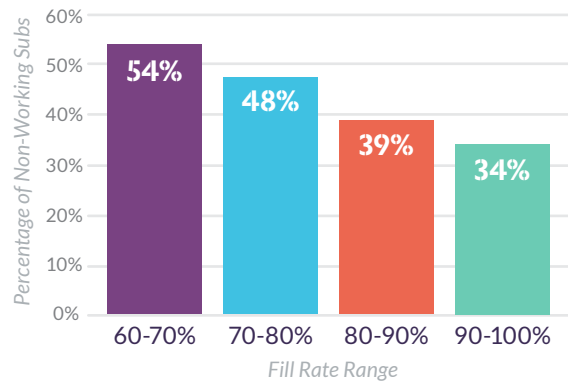
	S	M	L	XL
Urban	●	●	●	●
Suburban	■	■	■	■
Rural	❯	❯	❯	❯
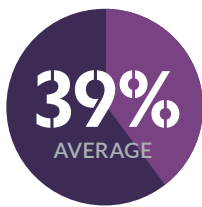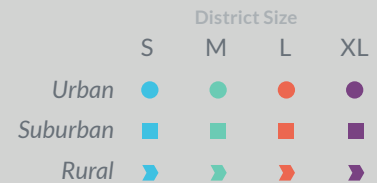
39% AVERAGE — Percentage of **Subs who Did Not Work** during 2015-16

District Size	Urban	Suburban	Rural
Small	55%	59%	55%
Medium	32%	35%	34%
Large	28%	30%	29%
Extra Large	34%	20%	26%

Percentage of **Non-Working Subs by Fill Rate**

Lower non-working sub percentages lead to higher fill rates.

Fill Rate Range	Percentage of Non-Working Subs
60-70%	54%
70-80%	48%
80-90%	39%
90-100%	34%

ONLY 61%

of enrolled subs **worked at least once** during the year.

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