

		377,836	285,499	75.56%	92,337	24.44%
		376,086	285,444	75.90%	90,642	24.10%
		375,222	285,709	76.14%	89,513	23.86%
		368,284	280,604	76.19%	87,680	23.81%
		364,019	277,402	76.21%	86,617	23.79%
		362,229	276,092	76.22%	86,137	23.78%
		358,551	273,569	76.30%	84,982	23.70%
		352,683	269,490	76.41%	83,193	23.59%
		3,366	2,599	77.21%	767	22.79%
		2,405	1,842	76.59%	563	23.41%
		1,185	892	75.27%	293	24.73%
		1,833	1,392	75.94%	441	24.06%
		1,583	1,209	76.37%	374	23.63%
		1,164	890	76.46%	274	23.54%
		986	756	76.67%	230	23.33%
		1,390	1,056	75.97%	334	24.03%

Sources: PEIMS and ECOS
 Jeremy B. Landa, Ph.D.
 March 2023

students." A substitute teacher is a person who serves in a classroom in the absence of a teacher certified for that assignment where the teacher has quit, or been terminated; or, a person who is permanently hired to substitute on an as-needed basis."

We extracted employment records from the Public Education Information Management System ([PEIMS](#)) database for all classroom teachers (PEIMS role code '087' and '047') regardless of their full-time equivalencies for the academic years reported. We report race / ethnicity categories based on guidance from the U.S. Department of Education in 2007. In this approach, Hispanic ethnicity data are collected separately from race data. These two pieces of information are used to determine the following categories: Hispanic (Hispanic), American Indian / Alaska Native (American Indian / Alaska Native), Black (African American), White (Caucasian), and Other (Other).
categories: Hispanic (Hispanic), American Indian / Alaska Native (American Indian / Alaska Native), Black (African American), White (Caucasian), and Other (Other).