
Personnel
Substitute Employment

The board authorizes the employment of a certificated substitute in the absence of a certificated staff member. In addition, the district may use a substitute in place of a regularly-contracted staff member when:

- A. Enrollment uncertainties exist at the beginning of a school year; or
- B. Resignations of regular staff do not allow sufficient time for the district to employ an immediate replacement.

On either of the latter occasions the district shall employ a contracted staff person within a reasonable time.

The superintendent shall be responsible for establishing procedures by which teachers request substitutes and by which substitute teachers are assigned, employed and compensated.

Substitute teachers who have served for 20 consecutive working days in the same assignment shall, from the 21st day of service on, be paid according to the regular salary schedule of certificated staff.

The board authorizes the employment of a spouse of an officer as a substitute teacher when the superintendent deems that there is a shortage of substitute teachers in the district.

If the district has or can reasonably anticipate that it will exhaust its list of qualified and available substitutes for certificated teaching positions, the board shall adopt a resolution stating that the service of retired teachers and/or retired administrators are necessary to address the shortage of qualified and available substitutes. That resolution shall make retired teachers and/or retired administrators eligible for three hundred fifteen additional hours of employment as substitute teachers without adversely affecting their retirement payments, if the district exhausts its list of qualified and available substitutes. The board's resolution shall be valid for the school year in which it is adopted only. A copy of the resolution and a list of the retired teachers and/or administrators employed as substitutes shall be forwarded to the Department of Retirement Services.

If the district cannot find a replacement administrator to fill a vacancy, the board of directors shall adopt a resolution that the services of a retired teacher or administrator are necessary. That resolution shall make a retired teacher or administrator eligible for one hundred five additional hours of employment as a substitute administrator without adversely affecting his or her retirement payments. The board's resolution shall be valid for the school year in which it is adopted only. A copy of the resolution and name of the retired teacher or administrators employed as a substitute administrator shall be forwarded to the Department of Retirement Services.

If the district cannot find a replacement principal to fill a vacancy, the board of directors shall adopt a resolution that the services of a retired principal are necessary. That resolution shall make a retired principal eligible for two hundred ten additional hours of employment as a substitute principal without

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The following procedures shall be in effect:

- A. Substitute teachers shall be contacted from the main office.
- B. Teachers who are ill and unable to be present for duty in the morning shall call the substitute secretary between 6:00 a.m. and 7:00 a.m.
- C. Teachers who feel ill and do not expect to be able to teach the next day may call before 9:30 p.m. the preceding day instead of the next morning.
- D. The principal shall make an accurate and prompt report of all substitute services to the business office. The principal shall also rate the substitute teacher on the proper form and return it to the substitute secretary.
- E. Principals shall be responsible for keeping the record of days taught by the substitute and shall notify the district office when the 21st day of substituting shall begin.
- F. The superintendent's office shall notify the substitute secretary in the event leave has been granted to a teacher, indicating the beginning and termination dates.

In the performance of their duties, substitute teachers shall be expected to:

- A. Have the same responsibilities and work day as regular teachers.
- B. Attend staff meetings unless excused by the principal.
- C. Follow the lesson plan prepared by the regular teacher or comply with the instructions from the principal. The principal shall review the lesson plans of the absent teacher when advance planning is possible. When not, the absent teacher shall have made provisions for the substitute in the daily plan book.
- D. On completing an assignment, prepare a definite statement of the work accomplished in each subject, specifying pages covered in various textbooks. New assignments should be noted in the teacher's assignment book or upon a card inserted in the desk copy of the text. All papers should be graded, records made and preparations for the next day completed.
- E. Maintain the "housekeeping" arrangements of the regular teacher.
- F. Administer no corporal punishment to a child. The principal should be contacted in the case of a serious behavior problem.
- G. Complete building reports, including:
 - 1. Attendance reports
 - 2. Student progress, report cards and warning slips after conferring with the principal.
 - 3. Communications to parents with the approval of the principal.

H. Report to the principal's office before leaving the building in the evening to see if services are needed on the following day.

Substitutes for classified staff shall be contacted in the following manner:

A. Food Services - The food service department will attempt to fill this temporary assignment by contacting one or more qualified individuals from the appropriate list.

B. Transportation - The transportation department is authorized to fill this temporary assignment from a list of qualified drivers.

C. Maintenance - Unless a state of urgency exists maintenance positions will not be filled by a substitute.

D. Operations - The principal is authorized to employ a substitute custodian from the approved list.

E. Secretary - The principal is authorized to employ a substitute secretary from the approved list when the position is vital to the operation of the unit e.g., one-secretary school, attendance secretary, etc.

F. Teacher and Library Aide - The principal is authorized to employ a substitute when the role of the aide is critical to the operation of the unit e.g., playground aide, library aide.

The substitute for a classified staff member should report to the office of the unit administrator at the end of the day to determine if service, on the following day will be needed.

Date: **MAY 16 2001**