

## **436 SUBSTITUTE TEACHING**

Independent School District No. 110 requires the services of substitute teachers in its elementary and secondary schools to ensure that appropriate instructional programming is provided for all students when assigned teachers are absent. While performing their duties, substitute teachers are considered employees of the district.

### **I. DEFINITIONS:**

- A. Daily Substitute Teacher: A daily substitute teacher performs substitute teaching services for fifteen (15) consecutive calendar days or less for an individual teacher.
- B. Long-term Substitute Teacher: A long-term substitute teacher performs substitute teaching services for more than fifteen (15) consecutive for an individual teacher.

### **II. PROCEDURES:**

- A. Substitute teachers must complete all required application materials, interview with a member of the district's administration team when required, and attend a new substitute orientation session, including information regarding mandatory district training and policies, payroll requirements, and background checks prior to becoming eligible to perform services as a substitute teacher in the School District.
- B. Substitute teachers are required to maintain valid teaching or substitute licenses through the Minnesota Professional Educator Licensing and Standards Board or the commissioner of education.
- C. The School District will contact substitute teachers when services are required via its electronic substitute program. The substitute teacher will be provided with the specifics of the assignment when contacted.
- D. The building principal or designee will coordinate the use of substitute teachers in their respective building. The absent teacher will ensure that lesson plans are available for the substitute teacher.
- E. Substitute teachers assigned to a particular building may be utilized throughout the building as needed. Assignments may include coverage for one or more absent teachers in one or more building departments.
- F. The building principal or designee will complete the necessary payroll forms for each substitute teacher performing services in their building. The substitute teacher will sign the pay form verifying their hours of performance.
- G. Regular faculty members may be assigned to substitute, without additional pay, as long as contractual preparation time provisions are adhered to. If regular faculty members are asked to provide substitute services during their preparation time, then they will be reimbursed at the rate specified in the teachers' collective bargaining agreement.

### **III. PAYMENT:**

- A. Daily substitute teachers will be compensated in accordance with School Board action.
- B. Long-term substitute teachers shall be paid a daily rate in accordance with BA/Step A on the teachers' salary schedule.
- C. Substitute teacher pay will be issued using direct deposit on the 15<sup>th</sup> and the last day of the month.
- D. Substitute teachers are not eligible to participate in health insurance plans or other fringe benefits through the School District unless required by law.
- E. Substitute teachers will not be compensated for mileage or travel time.
- F. Long-term substitute teachers assigned to perform substitute teaching services for more than one-hundred-twenty (120) consecutive days for an individual teacher are eligible for fringe benefits as provided for in the teachers' collective bargaining agreement.

Policy Adopted: December 14, 1970 / Amended September 8, 1975 / Amended June 9, 1986 /  
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Independent School District No. 110  
Waconia, Minnesota