

# REGULATION

Personnel &amp; Negotiations

## COMPENSATION OF SUBSTITUTE TEACHERS

The following regulation defines three categories of substitute teachers, based on length of service in a substitute position:

1. Itinerant Substitute Teacher

An Itinerant Substitute Teacher is one who is assigned, by the day, to take the place of a teacher for a brief absence. The Itinerant Substitute Teacher's salary is the daily rate in effect, as established by the Board of Education.

2. Short Term Substitute Teacher

A Short Term Substitute Teacher is one who is assigned to take the place of a regular teacher who is absent more than 10 school days in succession. A Short Term Substitute Teacher will be paid at the daily rate of 1/200ths of the prevailing Bachelor Degree, step one level, commencing on the 11th consecutive school day of employment in the specific assignment.

3. Long Term Substitute Teacher

A Long Term Substitute Teacher is an appropriately certified teacher assigned to fill a planned vacancy of one semester or more on a nonpermanent basis. One semester is defined as 90 consecutive school days. A Long Term Substitute will be placed on the salary schedule on the appropriate step in effect for regular teachers. Salary shall be pro-rated using 1/200<sup>th</sup> of the annual salary.

Itinerant Substitute Teachers and Short Term Substitute Teachers are not eligible for fringe benefits which normally are paid to teaching staff members. Long Term Substitute Teachers are eligible for fringe benefits paid to teaching staff members.

***Note: Uncertified substitute teachers cannot work more than 40 days per school year.***

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