

## **ARTICLE XXII - SUBSTITUTE TEACHERS**

### A. Definitions

#### **1. Day-to-Day Substitute Teacher**

A day-to-day substitute teacher is defined as a certificated teacher replacement for a regular unit member and renders service as a substitute for the absent unit member. A day-to-day substitute with thirty (30) or less days of service shall serve at the will of the Board of Education and shall not be subject to evaluation in accordance with section B of this Article.

#### **2. Preferred Substitute Teacher**

A preferred substitute teacher is defined as one who has served forty-six (46) or more days of service in the current or prior year or in the prior three (3) years, a total of ninety (90) days in 2005-06, one hundred five (105) days in 2006-07 and one hundred twenty (120) days in 2007-08 as a certificated replacement for a regular unit member. A "preferred substitute" teacher's rate will revert to a regular substitute teacher's rate if the service conditions stated above are not met. Within five (5) years after retirement, retired unit members who commence providing substitute teacher services to the District shall be eligible to receive the preferred substitute rate. Verified service in another district shall make the individual eligible for substitute service within the District beyond the five (5) year limit.

#### **3. Long-Term Substitute Teacher**

a. A long-term substitute teacher is defined as a certificated teacher replacement for regular unit members who renders ten (10) or more consecutive days for the absent unit member in the same assignment.

b. Commencing with the first day of service, the rate of pay for a long-term substitute teacher shall be according to the rates designated in Miscellaneous Certificated Compensation Rates in (Appendix B) for as long as the long-term substitute teacher continues in the same assignment. The District will adjust the rate retroactively when necessary.

c. The Assistant Superintendent, Human Resources may consider extenuating circumstances in determining consecutive service.