

Adopted: 8/21/97

Independent School District #118 Policy 431

~~Rescinds: GBRJ~~

Issued: 6/17/82

Revised: _____

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Approved: 7/9/25

431 ARRANGEMENTS FOR SUBSTITUTES

All substitute teachers must be presented to the Board for approval at the earliest possible date following their use in the district. Each substitute must hold a valid teacher's certificate.

No substitute teacher shall be hired except to replace a teacher:

- A. For duration of time loss of less than one school year to replace a regular teacher who is absent; or
- B. For a duration of time equal to or greater than one school year to replace a regular teacher on a leave of absence.

Substitute teacher pay rate will be according to school district policy.

Long-term substitutes (long-term substitute: after ten (10) consecutive days of teaching in the same subject matter) will be compensated according to school board policy.

~~M.S. 1980, 123.35, Subd. 5 (Independent School Districts).~~

Legal References: Minn. Stat. 1978, as cited above.

Subdivision 1. Contracting with qualified teachers.

~~The board must employ and contract with necessary qualified teachers and discharge the same for cause.~~

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~~Subd. 2. Hiring substitute teachers.~~

~~(a) The board must not hire a substitute teacher except:~~

~~(1) For a duration of time of less than one school year to replace a regular teacher who is absent; or~~

~~(2) For a duration of time equal to or greater than one school year to replace a regular teacher on a leave of absence.~~

~~(b) If a substitute teacher is hired pursuant to paragraph (a), clause (2), each full school year during which the teacher is employed by a district pursuant to that clause shall be deemed one year of the teacher's probationary period of employment pursuant to either section 122A.40, subdivision 5, or 122A.41, subdivision 2. The teacher shall be eligible for continuing contract status pursuant to section 122A.40, subdivision 7, or tenure status pursuant to section 122A.41, subdivision 4, after completion of the applicable probationary period.~~