

440 Employment of Substitute Teachers

Board Adopted: January 29, 1982

Board Revised: April 1, 2024

Reviewed: August 17, 2026

The building principals shall employ substitute teachers as needed and a record of the days of employment submitted to the Superintendent's Office monthly. The rate of pay for substitute teachers shall be set by the Board. Any substitute teacher working three and a half hours or less per day shall be compensated at one half the daily rate, and any fraction over three and a half hours shall be compensated at the daily rate.

Long-Term Substitute

In the event that the district has advance notice of a long-term substitute assignment (forty consecutive days or more) and if the district is able to fulfill the assignment by hiring a person who has licensure in the specific area of the assignment and at least five consecutive years of prior experience in the specific teaching area of the assignment or has served as a long-term substitute teacher in that specific area twice within the past 5 years, the daily rate will be determined by dividing the base salary of the regular teaching staff by 178.

OR

\$150.00 per day until the 31st consecutive day of teaching for the same teacher and then the daily rate of BA Step 0 of the current master contract, if there hasn't been any advance notice and/or the substitute teacher doesn't have the specific qualifications and experience in the teaching assignment as stated above.