



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

June 30, 2011

AGENDA ITEM: 9.6

TOPIC: Substitute Teachers – Policy 417

BACKGROUND: This purpose of this policy is to set the casual and long-term substitute teacher rates of pay.

PROCESS: The School Board Policy Committee has reviewed this policy. It is now being presented to the School Board for review with the changes noted.

RECOMMENDATION: Approval of this policy.

SUBSTITUTE TEACHERS1. CASUAL SUBSTITUTE TEACHERS

- a. Casual substitute teachers will be paid at the rate of \$112.00 per day, \$56.00 per half day), ~~effective 7/1/2000~~. Casual substitute teachers who have substituted a total of 50 or more days in the previous fiscal year, shall be paid at the rate of \$117.00 per day at the start of the current fiscal year. Any teacher who does not substitute teach 50 or more days in the previous fiscal year will start the current fiscal year at a rate of \$112.00 per day.
- b. In those cases where a casual substitute teacher has taught 5 consecutive days for the same teacher, the rate of pay will automatically increase to the daily rate of a beginning teacher on a B.A. lane beginning with the 6th day. This rate of pay will continue only until the regular teacher returns to work.
- ~~c. In those cases where a casual substitute teacher is anticipated to teach at least 10 consecutive days for the same teacher, the rate of pay will be that of a beginning teacher on the B.A. lane beginning the first day of substituting. This rate of pay will continue only while substituting for that same teacher.~~

2. LONG-TERM SUBSTITUTE TEACHERS

- a. In those cases where teachers are granted leaves of absence of 5 days or more (child care, sabbatical, medical, adoption, military, jury duty, or a miscellaneous leave as permitted in Policy 415), the replacement teacher will be paid at a rate the same as a beginning teacher on the B.A. lane.
- b. A long-term substitute teacher contract is not a continuing contract. Its duration is for less than one school year.
- c. Long-term substitute teachers contracted for less than a full year will be paid on the basis of a beginning teacher on the B.A. lane. In the event that the district is unable to fill a long-term substitute position at the rate of a beginning teacher on the B.A. lane, the district may consider other placement on the salary schedule according to the prospective substitute's experience and degree.

REVISED:

1/14/74
 7/21/75
 12/05/77
 11/19/79
 1/18/82
 2/20/84
 2/18/86
 9/06/88
 1/21/92
 10/24/94
 3/4/96
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