

## **SUBSTITUTE EMPLOYMENT**

The Board authorizes the employment of a certificated substitute in the absence of a certificated staff member. In addition, the district may use a substitute in place of a regularly-contracted staff member when:

- A. Enrollment uncertainties exist at the beginning of a school year; or
- B. Resignations of regular staff do not allow sufficient time for the district to employ an immediate replacement.

On either of the latter occasions, the district shall employ a contracted staff person within a reasonable time.

The Superintendent will be responsible for establishing procedures by which teachers request substitutes and by which substitute teachers are assigned, employed, and compensated.

Substitute teachers who have served for 20 full consecutive working days in the same assignment will, from the 21st day of service on, be paid \$240 per day in that assignment. Substitutes who have cumulatively substituted thirty (30) full days in the same school year will begin being paid \$200.00 per day upon the thirty-first (31<sup>st</sup>) day and for each subsequent day.

The Board authorizes the employment of a spouse of an officer as a substitute teacher when the Superintendent deems that there is a shortage of substitute teachers in the district.

If the superintendent reasonably anticipates that the list of qualified, willing substitutes will be exhausted, emergency substitute certification may be sought from the Office of the Superintendent of Public Instruction for persons not fully qualified for a teaching or substitute certificate. Substitutes holding emergency certification may only be assigned work when the list of fully-qualified substitutes is exhausted.

The Board authorizes the employment of a classified substitute in the absence of a classified staff member when a program will be adversely affected by the regular staff member's absence and when a substitute can perform the duties in a reasonable manner. . A classified substitute employee's eligibility to purchase retirement service credit will be determined according to [RCW 41.35](#) and retirement system rules. Substitute classified employee means a classified employee who is employed by the district exclusively as a substitute for an absent employee. The Superintendent is authorized to establish procedures relating to the use of substitute classified staff.

By October 1 of each year, the District will report to the office of the superintendent of public instruction: 1) The number of substitute teachers hired per school year; 2) the number of substitute teachers hired under the expedited certification process for out-of-state teachers; 3) the full daily compensation rate per substitute teacher; and 4) the reason for hiring the substitute teacher.

Cross References:

Board Policy	1610	Conflicts of Interest 1 <sup>st</sup> Class Districts
	1610	Conflicts of Interest 2 <sup>nd</sup> Class Districts
	5001	Hiring of Retired School Employees
	5612	Temporary Administrators

Legal References:

RCW	Chapter 28A.300, RCW	Superintendent of Public Instruction
	28A.330.240	Employment Contracts
	28A.400.300	Hiring and discharging employees-- Written leaves policies --Seniority and leave benefits of employees transferring between school districts and other educational employers
	28A.405.900	Certain certificated employees exempt from chapter provisions Certification—Duty of professional educator standards board—Rules—Record check--Lapsed certificates—Superintendent of Public Instruction as administrator
	28A.410.010	Postretirement employment—Reduction or suspension of pension payments
	41.32.570	Washington school employee’s retirement system
	Chapter 41.35 RCW	Interest in contracts prohibited-- Exceptions
	42.23.030 (9)	

Management  
 Resources:

- 2016 – July Issue
- 2011 – August Issue
- Policy news, June 2008 Substitute Employment
- Policy news, August 2001 Legislature Authorizes “Retire-Rehire”

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**Revised Dates: July 2016; September 24, 2019; January 26, 2021; February 28, 2023**

**College Place School District No. 250**