

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 shall 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 consecutive working days in the same assignment shall, from the 21st day of service on, be paid according to the regular salary schedule of certificated staff.

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.

Retired teachers or administrators may work up to one thousand five hundred (1,500) hours per school year as substitutes without affecting their retirement payments. After eight hundred sixty-seven (867) hours of employment for a retired employee, the District will be responsible for the employer's contribution to the state retirement system for that employee for all hours worked in that school year.

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 for 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.

5610
Personnel

Cross References:	Board Policy 1610 Board 5001 Board Policy 5612	Conflicts of Interest Hiring of Retired School Employees Temporary Administrators
Legal References:	Chapter 28A.300 RCW 28A.330.240 RCW 28A.400.300 policies - transferring education employers RCW 28A.405.900 chapter RCW 28A.410.010 standards administrator RCW 41.32.570 suspension of RCW 42.23.030 (9) Chapter RCW 41.35	RCW Superintendent of Public Instruction Employment Contracts Hiring and discharge employees - Written leave Seniority and leave benefits employees between school districts and other Certain certificated employees exempt from provisions Certification - Duty of professional educator board - Rules - Record check - Lapsed certificates - Superintendent of Public Instruction as Postretirement employment - Reduction or pension payments Interest in contracts prohibited--Exceptions Washington school employees' retirement system

Management Resources:

Policy News, July 2016	
Policy News, August 2011	
Policy News, June 2008	Substitute Employment
Policy News, August 2001	Legislature Authorizes "Retire-Rehire"

Revised: 10.15.01; 8.11.08; 09.16