

440 - SUBSTITUTE TEACHERS

I. GENERAL STATEMENT OF POLICY

Sibley East School District is responsible for obtaining substitute teachers for both anticipated and unanticipated absences of teachers.

II. DEFINITIONS

- A. Daily substitutes are licensed teachers who accept random assignments temporarily replacing any teacher in the District.
- B. Long Term substitutes teach for a designated time of more than ten (10) consecutive days.

III. GUIDELINES AND REIMBURSEMENT

- A. If a certified teacher has substituted for the same teacher for ten (10) consecutive days, the substitute teacher shall be eligible to be placed on BA Step One (1) of the current Master Agreement for a per diem pay commencing with the eleventh (11) consecutive day. If the teaching continuity is broken, the per diem rate reverts to the daily rate. Retired Sibley East teachers holding current teaching licensure shall receive long term compensation of \$125.00 per day for ten (10) consecutive days of service prior to being placed on BA Step ONE (1) of the current Master Agreement.
- B. The rate of pay for certified teachers acting as a daily substitute teacher shall be determined by the School Board.
- C. Daily rates of pay for certified substitutes will be \$110.00 per day (over half-time will be prorated) and \$55.00 per day (half-time or less). Teachers who retired as an employee of the Sibley East School District shall receive a daily rate of \$125.00 per day (over half-time prorated) and \$62.50 per day (half-time or less).
- D. A substitute teacher shall not be eligible to receive any fringe benefits if the teaching duration is less than 100 days of consecutive service to the district.