

**Subscribing Districts:**

A substitute teacher shall be a person who has earned a Bachelor's Degree, is fully qualified to instruct in the Regional School District No. 1, and who is employed for short periods of time in the absence of the regular teacher. The Commissioner of Education may waive requirement for a Bachelor's Degree for good cause upon the request of the Superintendent of Schools.

Suitable programs for training, assigning, orienting, and evaluating the work of substitute teachers shall be provided by the certified staff under the direction of the Superintendent.

Rates of compensation for substitute teachers will be recommended by the Superintendent.

It will be the responsibility of the Principal, or his/her designee, to assign a substitute to fill any vacancy created by the temporary absence of a regular staff member. The substitute teacher will be selected from a list of approved substitutes furnished by the Superintendent's office.

Only fully certified replacement teachers will be assigned to classes whose regular teachers are on long-term leaves of absence of sixty (60) days or more. The Principal will attempt to maintain as much continuity as possible by engaging only one substitute for the full period of absence of one teacher and by calling back a substitute to serve in a classroom in which he/she has already performed successfully.

Substitute teachers will not participate in the health and welfare plans or other fringe benefits of the school system. However, substitute personnel hired to fill the position of an employee absent on an extended leave, will be entitled to the privileges and benefits afforded regular professional employees, with the exception that the term of employment ordinarily will cease at the scheduled termination of the regular teacher's leave.

Retired teachers may be employed as substitute teachers without jeopardizing their retirement salary within the limits as prescribed by law.

**Legal References:**

Connecticut General Statutes  
10-183v Reemployment of teachers  
10-145a Certificates of qualification for teachers, as amended by P.A. 11-27, An Act Concerning Substitute Teachers  
June 19 Special Session, Public Act No. 09-1  
An Act Implementing the Provisions of the Budget Concerning Education, Authorizing State Grant Commitments for School Building Projects and Making Changes to the Statutes Concerning School Building Projects and Other Education Statutes (Section 48) Public Act No. 09-6 September Special Session

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NORTH CANAAN BOARD OF EDUCATION

North Canaan, Connecticut