

**SUBSTITUTE TEACHERS**

The District will employ the best qualified substitute teachers available to fill the positions of regular full-time teachers who are absent from duty. Whenever possible, a substitute teacher should be fully credentialed for the assignment and should assume full responsibility for the regular classroom teachers. In the calling of substitutes, emphasis should be placed upon experience and in the case of secondary schools, whenever possible, those with a major or minor in the subject matter of the available vacancy should be brought in for substitute service. Day-to-day substitutes are considered to be at-will for employment purposes. Substitute teachers shall be paid at a rate recommended by the Superintendent and approved by the Board of Trustees.

*Legal Reference:*

EDUCATION CODE

- 23919 Retirant employed as substitute teacher*
  - 44252.5 State basic skills assessment required for certificated personnel*
  - 44300 Emergency teaching or specialist permits*
  - 44830 Employment of certificated persons; requirements of proficiency in basic skills*
  - 44839.5 Employment of retirant*
  - 44914 Substitute and probationary employment in computation for classification as permanent employee*
  - 44915 Classification of probationary employees*
  - 44916 Time of classification; statement of employment status*
  - 44917 Classification of substitute employees; temporary employment deemed probationary employment*
  - 44918 Substitute or temporary employee deemed probationary employee; reemployment rights*
  - 44919 Classification of temporary employees*
  - 44920 Employment of certain temporary employees; classifications*
  - 44921 Employment of temporary employees; reemployment rights (unified and high school Districts)*
  - 44953 Dismissal of substitute employees*
  - 44954 Release of temporary employee*
  - 44956, 44957 Rights of laid-off teachers to substitute positions*
  - 45030 Substitutes*
  - 45041 Computation of salary*
  - 45042 Alternative method of computation for less than one school year*
  - 45043 Compensation for employment beginning in the second*
- CODE OF REGULATIONS, TITLE 5
- 5502 Filing of notice of physical examination for employment of retired person*
  - 5503 Physical examination for employment of retired persons*