

**COLCHESTER SCHOOL DISTRICT****POLICY: SUBSTITUTE TEACHERS****DATE ADOPTED:** September 6, 2016**POLICY STATEMENT**

It is the policy of the Colchester School District to employ substitute educators who will meet the minimum qualifications outlined by Vermont Standards Board for Professional Educators (VSBPE) Rule, as well as the additional requirements established by this policy.

**QUALIFICATIONS**

No person will be placed on the qualified substitute list unless that person has graduated from high school.

**UNLICENSED PERSONS**

An unlicensed person may be employed as a substitute teacher for up to 30 consecutive calendar days in the same assignment. The Superintendent may apply to the Vermont Standards Board for Professional Educators or its designee for emergency or provisional licenses as provided in VSBPE Rules 5350 and 5360.

**LICENSED EDUCATORS**

A substitute teacher who is licensed but not appropriately endorsed for the position for which he or she is employed may fill a position for thirty consecutive calendar days in the same assignment. The Superintendent may apply to the Vermont Standards Board for Professional Educators or its designee for an additional thirty days for specific substitute teachers, or for provisional licenses as provided in VSBPE Rule 5350.

**ADMINISTRATIVE RESPONSIBILITIES**

A list of qualified substitute teachers, organized by grade level and subject, will be developed by the Superintendent or his or her designee for all schools in the District.

The Superintendent or his or her designee will conduct an orientation session for substitute teachers each year, including information on the prevention, identification, and reporting of child

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**Legal Reference(s):**

VT Standards Board for Professional Educators Rules §§5381 et seq.  
16 V.S.A. §558 (Employment of school board members)  
16 V.S.A. §251 et seq. (Access to Criminal Records)

sexual abuse, as required by 16 V.S.A. 563(a). Each teacher under contract will compile a packet of information containing pertinent substitute teacher information as defined by the Principal.

Substitute teachers will be paid per diem wages as determined by the Superintendent from year to year. Distinctions in pay level may be made based on the need for the substitute teacher to prepare lessons and assess and record student progress, on the length of service and on the credentials of the substitute teacher. There is no guarantee of employment. Substitutes are employed “at will”, which means the individual or Superintendent may terminate employment at any time without reason. Substitutes shall not be considered district employees under the negotiated agreements between the District and Colchester Education Association.