

# Walla Walla Public Schools

## BOARD POLICY

Policy No. 5610

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### 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 will employ a contracted staff person within a reasonable time.

The superintendent/designee will 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 fifteen (15) consecutive working days in the same assignment will, from the sixteenth (16<sup>th</sup>) day of service on, be paid according to the regular salary schedule of certificated staff.

The board authorizes the employment of a spouse of a board member 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 eight hundred sixty-seven (867) hours of employment per school year.

If the superintendent/designee reasonably anticipates that the list of qualified, willing substitutes will be exhausted, emergency substitute certification may be sought from the Office of the Superintendent of 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. The superintendent is authorized to establish procedures relating to the use of substitute classified staff.

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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.

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Cross References: Board Policy 1610 Conflicts of Interest  
5001 Hiring of Retired School Employees

Legal References: RCW 28A.300 Superintendent of Public Instruction  
28A.330.240 Employment Contracts  
28A.400.300 Hiring and discharging employees--Leaves for  
employees--Seniority and leave benefits, transfers  
between school districts  
28A.405.900 Certain certificated employees exempt from chapter  
provisions  
28A.410.010 Certification — Duty of professional educator standards  
board — Rules — Record check — Lapsed certificates  
— Superintendent of Public Instruction as administrator  
41.32.570 Postretirement employment – Reduction or suspension of  
pension payments  
41.35 Washington school employees' retirement system  
42.23.030 (9) Interest in contracts prohibited--Exceptions

Adopted by the Board: July 16, 2002  
Revised: 10.01.02; October 18, 2016