

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 will be responsible for establishing procedures by which teachers request substitutes and by which substitute teachers are assigned, employed and compensated.

The board authorizes the employment of a spouse of an officer 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 the number of hours permitted by law.

If the superintendent 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. The superintendent is authorized to establish procedures relating to the use of substitute classified staff.

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.

Cross References: 1610 - Conflicts of Interest

5001 - Hiring of Retired School Employees

5612 - Temporary Administrators

Legal References:

Chapter 28A.300, RCW Superintendent of Public Instruction
RCW 28A.330.240 Employment Contracts

RCW 28A.400.300 Hiring and discharging employees —
Written leave policies — Seniority and leave benefits of
employees transferring between school districts and other
educational employers

RCW 28A.405.900 Certain certificated employees exempt from
chapter provisions

RCW 28A.410.010 Certification — Duty of professional
educator standards board — Rules — Record check — Lapsed
certificates — Superintendent of Public Instruction as
administrator

RCW 41.32.570 Postretirement employment — Reduction or
suspension of pension payments

Chapter 41.35 RCW Washington school employees' retirement
system

RCW 42.23.030(9) Interest in contracts prohibited —
Exceptions

Management Resources:

2016 - July Issue

2011 - August Issue

Policy News, June 2008 Substitute Employment

Policy News, August 2001 Legislature Authorizes
“RetireRehire”

Edmonds School District
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