

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.

Substitute teachers who have served for 20 full consecutive working days in the same assignment will, from the 21st day of service on, be paid according to the regular salary schedule of certificated staff.

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 eight hundred sixty-seven (867) hours of employment.

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. A classified substitute employee's eligibility to purchase retirement service credit will be determined according to RCW 41.35 and retirement system rules. Substitute classified employee means a classified employee who is employed by the district exclusively as a substitute for an absent employee. The superintendent is authorized to establish procedures relating to the use of substitute classified staff.

Cross References: Model Policy 1610
 Model Policy 5612

Conflicts of Interest
Temporary Administrators

Legal References: RCW 28A.330.240
 RCW 28A.400.300

 RCW 28A.405.900

 RCW 28A.410.010

 RCW 41.32.570

 Chapter 41.35 RCW

 RCW 42.23.030(9)

Employment Contracts
Hiring and discharging employees —
 Written leave policies — Seniority
 and leave benefits of employees
 transferring between school districts
 and other educational employers
Certain certificated employees exempt
 from chapter provisions
Certification — Duty of professional
 educator standards board — Rules
 — Record check — Lapsed
 certificates — Superintendent of
 Public Instruction as administrator
Postretirement employment —
 Reduction or suspension of pension
 payments
Washington school employees'
 retirement system
Interest in contracts prohibited —
 Exceptions

Management Resources:
 Policy News, August 2011

 Policy News, June 2008
 Policy News, August 2001

Legislature refines the retire/rehire
 law
Substitute Employment
Legislature Authorizes “Retire-
 Rehire”