

ARTICLE 39 - OBTAINING SUBSTITUTE CLASSROOM TEACHERS

1. The District shall exert all reasonable effort to employ substitute teachers in the event a regularly employed teacher is absent for reasons of illness, bereavement and other short leaves of absence.

2. Teachers shall not be required to obtain or release substitutes. The Regular Teacher will notify The District of his/her dates of absence and return in accordance with District established absence procedures.

2.1 In cases when no substitute is available, The District will attempt to fill the shortage in the following order:

- 1. Assign a certificated person from District Headquarters**
- 2. Assign a certificated administrator from the impacted location (or guest administrator)**

3. **In the event that attempts to fill the shortage fail,** The District may request secondary ~~require~~ teachers to cover classes for other teachers ~~in case of emergencies~~. In the event a teacher/teachers is/are so requested ~~required~~, each teacher shall receive compensatory time.

3.1 A maximum of 10 students will be deployed to any one classroom. Classrooms with deployed students shall have a maximum of 5 students above the class size cap.

3.2 Compensation for elementary Teachers receiving deployed students from another classroom shall be \$10 per student/per day for each student deployed to their classroom.

3.3 In cases where a substitute is found after deployment has taken place and the substitute will have the class for at least ½ day, the teacher who had the deployed students will receive a minimum of \$5 per student for each student deployed.

3.4 In cases where a substitute shortage continues to exist for 2 days in a row for any teacher absence, and after the provisions of 2.1 have been implemented, no regular teacher will be required to take deployed students. The district will assign any credentialed person from District Headquarters to fill remaining days of a teacher's notified absence.

3.6 For district assigned events, the following will occur: In the event that a scheduled Substitute does not show up for their assignment, FTA members must be notified by phone call by their site administration, within 30 minutes of the school start time.

3.7 In the event the teacher must leave the district assigned event to go back to their school site, they will be compensated for mileage according to the standard IRS rate.

4. For Nurses & DIS providers, the district shall secure a qualified substitute in the event of their absence from their school site including; mandatory meetings, union negotiations, medical leave or illness. Substitutes will be provided their per diem rate.