

3120.04 - EMPLOYMENT OF SUBSTITUTES

The Board of Education recognizes the need to procure the services of substitutes in order to continue the operation of the schools as a result of the absence of regular personnel.

~~The Superintendent shall employ substitutes for assignment as services are required to replace temporarily absent regular staff members and fill new positions. (1) Such assignment of substitutes may be terminated when their services are no longer required.~~  
The Superintendent shall recommend and the Board shall approve substitutes to replace temporarily absent regular staff members and fill new positions. Substitute teachers whose license limits them to teach for only one (1) semester in a class will be approved by the Board before the start of each semester. Employment of substitute teachers may be terminated when their services are no longer required.

Substitutes must possess a valid Ohio professional license or substitute ~~license~~ teaching license to serve as a substitute. No professional staff member employed in a position for which licensure is required may be paid until evidence of such appropriate licensure for the subject area, grade level, or position, etc. has been received by the Superintendent and transmitted to the Treasurer. ~~unless the Superintendent (+) Educational Service Center (ESC) Superintendent believes the person's application information indicates the person has the qualifications to receive a teacher's license. Such a person may be employed on a conditional basis for a period not to exceed sixty (60) days from the date the person submits a request for a license to the Department of Education through the date the (+) Superintendent (+) Educational Service Center Superintendent receives the person's valid teaching license. If the license is not delivered within the time period, the person's employment is to be terminated.~~

Substitutes also must pass a background check performed by the Bureau of Criminal Identification and Investigation and the Federal Bureau of Investigation (see Policy 3121).

Substitutes may be required to undergo a tuberculosis examination in accordance with the law and at the direction of the Ohio Department of Health or the local health department.

In order to retain well-qualified substitutes for service in this District, the Board will offer competitive compensation at a rate set annually by the Board.

A substitute employed for more than sixty (60) days in one (1) specific position will be placed at the minimum salary on the current teachers' salary schedule (e.g. BA/0) and will be eligible for fringe benefits provided ~~regular staff members to regular teachers, including sick leave.~~

~~Casual or daily~~ substitutes shall not earn sick leave nor be paid for days when students are not required to attend school. They are also not entitled to receive notice of non-renewal.

R.C. ~~2009.34~~ 3307.381(A), 3317.13, 3319.10, ~~3319.101, 3319.36~~, 3319.39

© Neola ~~2012~~ 2020

## Legal

R.C. 3307.381(A), 3317.13, 3319.10, 3319.101, 3319.36, 3319.39

Last Modified by Janice Collette on April 15, 2020

**Comment [WU1]:** Revisions to this policy reflect the changes made for substitute teaching licenses in S. B. 216 and codified in R.C. 3319.226 (effective in November 2019). Details of this statutory change and ODE licensure protocols are included in Legal Alert - Substitute Teaching Licenses in this Update.

These revisions reflect current Ohio law and should be adopted to maintain accurate policies.