

## **Personnel -- Certified**

### **Substitute Teachers**

The New London Board of Education authorizes the Superintendent of Schools to employ substitute professional staff consistent with the needs of the school district and regulations of the State Board of Education.

The New London Board of Education requires that substitute teachers hold a Bachelors Degree from an accredited institution of higher learning. The Commissioner of Education may waive requirements for a Bachelor's Degree for good cause upon the request of the Superintendent of Schools.

If a substitute works for more than 40 consecutive days in the same assignment, the substitute will be placed at step one of the NLEA contract and compensated based upon negotiations with the teachers' bargaining unit.

The Board of Education will review rates of pay annually and establish the rates of pay as deemed appropriate based on a market analysis.

Retired teachers may be employed as substitutes without jeopardizing their retirement salary within the limits as prescribed by law.

### **Fringe Benefits**

Substitute teachers will receive fringe benefits based upon negotiations with the teachers' bargaining unit.

The Board reserves the right to contract out substitute services for professional staff.

Legal Reference: Connecticut General Statutes

10-183v Reemployment of teachers.

[10-145a](#) Certificates of qualification for teachers.

June 19 Special Session, Public Act No. 09-1

An Act Implementing the Provisions of the Budget Concerning Education, Authorizing State Grant Commitments for School Building Projects and Making Changes to the Statutes Concerning School building Projects and Other Education Statutes. (Section 48) Public Act No. 09-6 September Special Session

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**Substitute Teachers (cont.)**

[10-221d](#) Criminal history records checks of school personnel.

Fingerprinting. Termination or dismissal. (as amended by PA 16-67)

[10-222c](#) Hiring policy. (as amended by PA 16-67)

Policy adopted: November 17, 2005

Policy revised: June 9, 2022

NEW LONDON PUBLIC SCHOOLS  
New London, Connecticut