

Provision:	Article IV, Section 15	Title:	Substitute Teachers
Presentation:	First (Supposal 5/16/24)	Date:	5/30/2024

CEA:

Tentative Agreement:



District Proposed:

Section 15 Substitute Teachers

Long-term substitutes (defined as those substitute teachers who work more than 20 consecutive days in the same assignment within one school year and who continue to be available for employment as substitute teachers) will be placed on the regular teacher salary schedule for as long as they are ~~on~~in the same assignment. Those teachers so affected will receive scheduled salary retroactive to the first day of the assignment. Such teachers will be members of the bargaining unit for the period during which they are substituting beyond the 20-day period.

Other long-term substitutes (defined as those substitute teachers who work more than 30 days in the previous 12-month period and who continue to be available for employment as substitute teachers) will also be members of the bargaining unit after they have reached the 30 days aggregate referenced herein and placement on the regular teacher salary schedule will not apply.

Long-term substitutes' (as defined in the previous 2 paragraphs) inclusion as a part of the bargaining unit carries with it only such rights and benefits as are specifically designated for them in this Agreement. Such designated rights and benefits are: ~~group insurance in accordance with School Employee Benefits Board (SEBB) eligibility guidelines and~~ placement on the regular teacher salary schedule (retroactive to the first day in the assignment) after the above referenced work day requirements are met.

Substitute employees not meeting the long-term substitute requirements referenced above are specifically excluded from the bargaining unit.

Employees may create a preferred substitute list using the substitute management system. ~~The District will make a good faith attempt to procure these suggested substitutes. If a teacher's suggestion is not honored, he/she will, upon request, be told why.~~ Employees who wish to exclude a substitute from their classroom must submit a substitute exclusion form to human resources after talking with the building administrator.

Original:

Section 15 Substitute Teachers

Long-term substitutes (defined as those substitute teachers who work more than 20 consecutive days in the same assignment within one school year and who continue to be available for employment as substitute teachers) will be placed on the regular teacher salary schedule for as long as they are on the same assignment. Those teachers so affected will receive scheduled salary retroactive to the first day. Such teachers will be members of the bargaining unit for the period during which they are substituting beyond the 20-day period.

Other long-term substitutes (defined as those substitute teachers who work more than 30 days in the previous 12-month period and who continue to be available for employment as substitute teachers) will also be members of the bargaining unit after they have reached the 30 days aggregate referenced herein and placement on the regular teacher salary schedule will not apply.

Long-term substitutes (as defined in the previous 2 paragraphs) inclusion as a part of the bargaining unit carries with it only such rights and benefits as are specifically designated for them in this Agreement. Such designated rights and benefits

Provision:	Article IV, Section 15	Title:	Substitute Teachers
Presentation:	First (Supposal 5/16/24)	Date:	5/30/2024

are: group insurance in accordance with School Employee Benefits Board (SEBB) eligibility guidelines and placement on the regular teacher salary schedule (retroactive to the first day) after the above referenced day requirements are met.

Substitute employees not meeting the long-term substitute requirements referenced above are specifically excluded from the bargaining unit.

Employees may create a preferred substitute list using the substitute management system. The District will make a good faith attempt to procure these suggested substitutes. If a teacher's suggestion is not honored, he/she will, upon request, be told why. Employees who wish to exclude a substitute from their classroom must submit a substitute exclusion form.

Meredith Kemelin
6/20/24

[Signature]
6/20/24