Montgomery County Schools

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TO: Board of Education

FROM: Kevin Lancaster

DATE: January 11th, 2016

SUBJ: Policies for First Read

Attached you will find the proposed policies for first read.

I will be available to answer any questions you may have.

These are action items and will require a vote.

A. GENERAL EMPLOYMENT OF SUBSTITUTES

The school system shall employ substitute teachers as deemed appropriate by the administration and in accordance with State Board policies. Effective August 1, 2009 substitutes, including those who are currently employed as substitutes, in Montgomery County Schools will be required to take Effective Teacher Training. Effective Teacher Training will be offered by Montgomery County Schools~~, free of charge~~. All substitutes must be twenty-one years of age and have a high school diploma or equivalent degree.

The director of human resources may waive the requirement for retired and former teachers and teacher assistants by giving them credit for previous classroom experience.

A criminal history check will be conducted on applicants for substitute teaching positions in accordance with board policy 7100, Recruitment and Selection of Personnel, and administrative procedures.

B. TEACHER ASSISTANTS AS SUBSTITUTES

A teacher assistant may serve as a substitute teacher in the classroom(s) in which the assistant is regularly assigned and will be paid additional compensation according to state policies.

C. PARENTAL NOTIFICATION

In accordance with policy 1310/4002, Parental Involvement, school principals shall notify the parent of any child who receives instruction in a core academic subject for four or more consecutive weeks from a substitute teacher who does not meet the definition of "highly qualified" under the No Child Left Behind Act.

Legal References: No Child Left Behind Act, 20 U.S.C 6311 (h)(6)(ii); G.S. 115C-12, -36, -47, -332, 16 NCAC 6C.0313, 16 NCAC 6C.0403; State Board of Education Policy QP-A-001, QP-D-005

Cross References: Recruitment and Selection of Personnel (policy 7100)

Adopted: May 1, 2000
Updated: April 6, 2009
Updated: December 7, 2009 Updated: December 9, 2010
Updated: January 7, 2016