

Neenah Joint School District



Substitute Handbook 2026-2027

Effective July 1, 2026

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WELCOME FROM THE DISTRICT ADMINISTRATOR

Dear Colleague:

Substitutes are essential to the success of our schools, and we deeply appreciate your role in making our district thrive. This handbook is crafted to support you in managing staff absences effectively. Every prospective substitute has a one-on-one interview with our central office staff to recognize your unique strengths and discuss our District's expectations.

We are dedicated to ensuring that your experience as a substitute in the Neenah Joint School District is both positive and fulfilling. Our school principals are eager to hear about your experiences, so please share your thoughts with them before you leave for the day.

Thank you so much for your interest in becoming a substitute for the Neenah Joint School District. We are always open to your suggestions for improving our handbook and look forward to an exciting and collaborative school year with you.

Sincerely,

Steve J. Harrison, Ph.D.

District Administrator/Superintendent

WELCOME FROM THE NEENAH JOINT SCHOOL DISTRICT

The Neenah Joint School District is committed to educational excellence for its students, staff, and our entire community. Our District remains, above all, committed to learning, growing, and finding better ways to provide the finest foundational life experience for our District's students and staff. Our professional educators, support staff members, and administrators are top-notch; talented in their fields and fully committed to excellence in education.

The policy manual is intended to assist all of us by promoting a healthy, productive and professional learning community.

We are so pleased that you have chosen to work here and hope that your professional journey in Neenah is a rewarding one! Go Rockets!

EMPLOYEE POLICY

This substitute handbook is intended to provide employees with information regarding policies, procedures, expectations and standards of the District. This policy should not be considered all-inclusive. It is important that each employee is aware of the policies and procedures related to their position. The rights and obligations of all employees are governed by all applicable laws and regulations, including, but not limited to the following: Federal laws and regulations, the laws of the State of Wisconsin, Wisconsin State Administrative Code and the policies of the Neenah Joint School District Board of Education, hereafter referred to as the Board.

This handbook serves as our attempt to keep you informed of the terms and conditions of your employment, including Neenah Joint School District policies and procedures. The handbook is not a contract. The District reserves the right to revise, add, or delete from this handbook as we determine to be in our best interest. When changes are made to the policies and guidelines in this manual, we will communicate them promptly, either in a written supplement to the manual or by email.

All of the District's employees are employed at-will and employment is not for any definite period, unless otherwise set forth in writing by contract or by statute.

NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

The District provides equal opportunity employment and advancement opportunities to all individuals. Employment decisions are based solely on merit, qualifications, and abilities. The District does not discriminate on the basis of race, color, national origin, age, sex (including pregnancy, sexual orientation, gender identity or gender status), religion, creed, genetic information, marital status, disability, citizenship status, veteran status or military status, ancestry, arrest or conviction record, lawful off-duty conduct, or any other status protected by law. This policy applies to all aspects of employment, including hiring, job assignment, compensation, discipline, termination, benefits, and training.

The District will provide reasonable accommodations for qualified individuals with known disabilities unless doing so would create an undue hardship.

See Board of Education Policies 3122 and 4122.

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SUBSTITUTE APPLICATIONS

Substitutes are expected to complete an application and credentials through Wisconsin Education Career Access Network ([WECAN](#)), as well as the necessary new hire paperwork with the Human Resources Department.

Substitutes are encouraged to make arrangements to visit classes in our schools prior to their substitute work, particularly if they have not taught before in the Neenah Joint School District. Arrangements can be made with the principal of the school you wish to visit.

RED ROVER

(SUBSTITUTE PLACEMENT AND ABSENCE MANAGEMENT SYSTEM)

Once all paperwork has been received and your application has been accepted, your information will be entered in Red Rover and you will receive two emails. One email confirmation and a second email that contains further information on how to access the system. To log in to the absence management system, type app.redroverk12.com in your web browser address bar.

Substitutes are encouraged to become familiar with the Absence Management system by utilizing their Training and Reference Manuals that are provided online. A training video will appear in your Red Rover account under the Bulletin Board tab.

*If the message/notification system is blocked by the user, it is then your responsibility to check the Red Rover app for absences.

NEENAH JOINT SCHOOL DISTRICT RETIREES

Retiring Neenah Joint School District staff members will be required to separate from service for a minimum of 75 work days before returning to work for the District. None of the District's employees can discuss a potential return to employment until the 75 day break in service is over. If unsure when your 75 day break ends please reach out to the substitute coordinator.

COMPUTER USE/TECHNOLOGY

Substitutes are expected to comply with all computer use policies. All NJSD substitutes will be given a district email that will be used for all communication between staff, students, and families. The following documents are viewable on the Neenah Joint School District website:

- Network and Computer Use Policy for Staff and Students
- Social Network Guidelines

Personal cell phones should be used only during break times.

All Long Term Substitutes are responsible for their District-issued IT equipment including computer, charger, keyfob, and physical keys. Long Term substitutes will:

- Use the keycard only for authorized district access related to their role.
- Not share, loan, or allow use of their keycard by any other individual.
- Not prop doors open or allow unauthorized access into secured areas.
- Carry or wear their district ID while in district facilities, unless unsafe to do so.
- Follow all building check-in procedures when required.
- Report a lost or stolen card immediately to their supervising principal or substitute coordinator, and understand the card will be deactivated for security purposes.
- Be responsible for a \$15 replacement fee (if applicable).

All equipment is to be returned back to the IT department once the LTS assignment has ended and/or by request of the district.

SCHOOL CALENDAR

The Neenah Joint School District's [School Calendar](#) is available on the District website.

SALARY SCHEDULE

Teacher Assignments - - Full Day (8 hours) - - Half Day (4 hours)

Regular Education Daily Rate	\$139.00/day --- \$69.50/half day
Special Education Daily Rate	\$146.00/day --- \$73.00/half day
Regular Education Long-Term	\$203.00/day --- \$101.50/half day
Special Education Long Term	\$213.00/day --- \$106.50/half day

*long term rates will go into effect as soon as it is known that the assignment is 10 days or longer

Support Staff Assignments- - Full Day (7.5 hours) - - Half Day (3.75 hours)

Regular Education	\$97.00/day --- \$48.50/half day
Special Education, Health Assistants	\$112.00/day --- \$56.00/half day

* Please note that there is not a pay rate increase for long-term support staff assignments.

PAYROLL INFORMATION

District pay dates are the 10th and 25th of each month. If a payday falls on a weekend, the pay date will be the Friday before. All employees are paid through direct deposit to an account at a participating financial institution of their choice.

Payroll information can be accessed via Skyward Employee Access. A Skyward-generated email will be sent with login information. **Please check your spam folder if the email does not show up in your email inbox.** The link for Skyward Employee Portal can be found on the Neenah Joint School District website. Click on “Staff Information” in the upper right hand corner.

The following pay schedule is for your reference, but is subject to change.

2026 - 2027 PAY PERIODS & PAY DATES			
JUNE 14 -JUNE 27	PD 7/10/26	DEC 13 - DEC 26	PD 1/9/27
JUNE 28 - JULY 11	PD 7/24/26	DEC 27 - JAN 9	PD 1/25/27
JULY 12 - JULY 25	PD 8/10/26	JAN 10 - JAN 30	PD 2/10/27
JULY 26 - AUG 15	PD 8/25/26	JAN 31 - FEB 13	PD 2/25/27
AUG 16 - AUG 29	PD 9/10/26	FEB 14 - FEB 27	PD 3/10/27
AUG 30 - SEPT 12	PD 9/25/26	FEB 28 - MAR 13	PD 3/25/27
SEPT 13 - SEPT 26	PD 10/9/26	MAR 14 - MAR 27	PD 4/9/27
SEPT 27 - OCT 10	PD 10/23/26	MAR 28 - APR 10	PD 4/23/27
OCT 11 - OCT 31	PD 11/10/26	APR 11 - APR 24	PD 5/10/27
NOV 1 - NOV 14	PD 11/25/26	APR 25 - MAY 8	PD 5/25/27
NOV 15 - NOV 28	PD 12/10/26	MAY 9 - MAY 29	PD 6/10/27
NOV 29 - DEC 12	PD 12/24/26	MAY 30 - JUNE 12	PD 6/25/27

SCHOOL HOURS

Elementary School Teacher	7:45 a.m. – 3:45 p.m.
Middle School Teacher	7:30 a.m. – 3:30 p.m.
High School Teacher	7:30 a.m. – 3:30 p.m.

**Middle School & High School hours will be 8:00 a.m. - 12:00 p.m. on scheduled half days.*

Substitutes are expected to work the regularly scheduled staff workday.

If you are scheduled at more than one building for the day, please communicate with office staff regarding necessary travel time between buildings. If a staff member notes that their hours are different from the system, please follow the staff member's note to your best ability.

MILEAGE

If an assignment requires you to travel to more than one building, you can request reimbursement for the mileage between schools at the current IRS reimbursement rate. In-District mileage reimbursement requests can be submitted in skyward using the Expense Reimbursement tile under Employee Access. Mileage reimbursement requests are to be submitted monthly.

- [Mileage Procedures Here](#)

WEATHER - SCHOOL CLOSINGS

In the event of inclement weather, please monitor local radio or television for possible school closings. If school is **canceled**, DO NOT REPORT FOR WORK.

If school is **delayed**, REPORT AS SOON AS POSSIBLE.

Under normal circumstances, a decision to close school will be made no later than 6:00 AM. This will provide time for local radio and television to broadcast school closings, allow time for the bus contractor to notify drivers not to report, and allow time for parents to make day care arrangements for children who will be staying home. As noted in Neenah Joint School District Board Policy 579.6, the final decision for closing school rests with the Superintendent.

WHEN YOU ARE PLACED AS A SUBSTITUTE TEACHER

1. If possible, check Red Rover for special instructions and/or lesson plans specific to your assignment. If you are unable to view lesson plans uploaded in the system, they can be accessed by the principal or administrative assistant at the school where you will be working.
2. Plan to arrive by 7:30 AM at the high school, 7:30 AM at the middle school, and 7:45 AM at the elementary school if you are placed early enough to arrange it. **Assignment times may vary from what shows on Red Rover.** If you are to substitute in the afternoon, please plan to report by 11:30 AM at the high school, 11:30 AM at the middle school, and 11:45 AM at the elementary school. Substitutes are expected to stay until 3:30 PM at the high school, 3:30 PM at the middle school, and 3:45 PM at the elementary school, unless the principal/designee approves an earlier dismissal time. Early dismissal days may have various ending times. **Regardless of what shows in Absence Management for an end time, you are expected to work the regular teacher workday.**
3. Substitutes should report to the office upon arrival at the building. If the principal is not there, someone will be designated to assist the substitute with information about any routine procedures to be carried out. Schedules, individual building policies and procedures may vary from building to building. The principal/designee will have you sign in, indicating the person for whom you are substituting.
4. Substitutes are expected to put in a regular teacher's day when on duty. As the regular day will vary slightly between buildings, check with the principal/designee at the school at which you are substituting.
 - a. The lunch hour varies among schools. All substitute teachers are allowed a duty-free twenty-thirty minute lunch period. Teacher prep time may be utilized to cover other classrooms as directed by the administrator/designee.

- b. We realize that substitutes may at times report late for work in the morning because of the lateness in which they were notified of an absence. Substitutes may plan to leave in the afternoon at the end of the teacher day, not the student day.
- 5. The principal or designee will show you to your classroom. When there, you should do the following:
 - a. Review the teacher's substitute folder. Follow the daily program and the teacher's plan to the best of your ability. The principal or other designee will assist you. Procedures for reporting absences should be carefully followed. Check with the principal or administrative assistant as to how to do this.
 - b. A substitute should feel free to make use of some of his/her own ideas, **but should refrain from making drastic changes that may change the regular class routine.**
 - c. It is your responsibility to contact the principal or his/her designee if you have any questions.

WHEN YOU ARE TEACHING

1. Establish rapport with the pupils. Tell them your name and the fact that you are substituting for their regular teacher. Treat the students with respect and courtesy and follow your plans efficiently and quickly. Your mannerism and preparedness will go a long way in setting the tone for the day.
2. It is expected that the substitute will not be critical of the regular teacher's method to anyone. It is not possible for the substitute to know the whole story. We hope that substitutes will feel a part of our school system, be loyal, and support our program.
3. Substitutes must keep in mind that students may "try out" the substitute teacher both in conduct and by an attempt to confuse classroom procedure by making some statements such as, "We have never done it this way before." The day will be easier if all time is well planned and activities are well organized.
4. Students who are causing a disruption to the class should be sent to the office. It is better to ask for assistance with certain students than to allow them to deprive others of a productive learning experience. Some substitute teachers tolerate poor behavior because they feel that they will be evaluated as having poor discipline if he/she asks for assistance. This is not true.
5. Carry out (as well as possible) the lesson plans provided by the regular teacher. When a teacher returns, he/she should find the instructional program has progressed as he/she had planned it.
6. A substitute is expected to assume the responsibilities of the teacher, i.e., hall duties, playground duties, care of equipment, and housekeeping duties.

7. Notes from parents, unusual circumstances, and all accidents should be referred to the principal. All unusual requests from parents and pupils should be referred to the principal. Examples include requests for permission to be dismissed early and to be absent from the classroom for some activity.
8. Children may be kept after school only when you have cleared this with the principal and parents are notified. Ordinarily, a student who rides the bus is given one day to make necessary transportation arrangements if he/she is to be kept after school. Check with your principal. We do not keep the whole class for the punishment of a few offenders.
9. At various times during the year, fire and tornado drills are held. The fire signal may sound at any time during the school day. As soon as possible when you arrive at school find out where your students are to exit the building. The principal should acquaint each substitute with building rules, the school schedule, and other routines that affect all teachers. Drill procedures should be posted in classrooms.
10. The description of the philosophy, purpose, guidelines, and educational value of homework will be found in the teacher's handbook.
11. Keep accurate daily attendance records. There are special procedures at different grade levels, K-12.
12. As professional teachers, substitutes are expected to use discretion in discussing confidential information concerning students.
13. When supportive teachers come to the elementary classroom, you need not stay in the room, except for group guidance. In some elementary schools it is necessary to stay with the students for library/media instruction. If the students must move for a special class, the substitute will be responsible for accompanying the children to and from their classes.
14. Be sure students who ride buses are dismissed on time so that they do not miss their bus.

WHAT YOU MAY EXPECT FROM THE SCHOOL

1. The principal or designee will usually accompany you to the classroom and will assist you in getting oriented to the classroom and the school.
2. Each teacher should leave adequate plans, the daily program, and classroom attendance procedures on his/her desk at all times. The teacher should have a list of children in individualized groups. If there are teachers who work in teams or do cooperative teaching with other teachers, some special way of listing students for various classes will be a necessity. Copied material already prepared to be used by you should indicate for which group or groups it is intended.

3. The principal/designee will acquaint you with the instructional plans, teacher's guides and manuals, desk copies of textbooks, supplies and other necessary instructional desk materials. The principal/designee shall explain how these items are ordinarily used by the regular classroom teacher. Teachers shall leave in an easily accessible place the desk copies of all books and other teacher's manuals.
4. Special concerns regarding specific health problems, behavior issues and any other unusual circumstances may be called to your attention, along with fire/tornado drill procedures, etc.

WHAT WE EXPECT FROM OUR SUBSTITUTE TEACHERS

1. Ability to continue with the regular educational program.
2. Ability to help the children as the classroom teacher would is described as follows:
 - a. Keep papers and workbook pages graded and up to date.
 - b. Have students correct their errors and then check the papers or workbooks again to "okay" them.
 - c. Keep students moving in subject areas as fast as they can reasonably progress.
 - d. Plan adequate seatwork each day.
 - e. Maintain good discipline and routines.
 - f. Teach adequately before work is assigned to students.
 - g. Maintain a good classroom climate.
 - h. Provide for individual differences through differentiated assignments if needed.
 - i. Use a variety of teaching materials to teach.
 - j. Hold high standards for the students' work and behavior.
 - k. Use teacher's manuals.
 - l. Follow the policies for the school (see handbooks).
 - m. Be a professional person who maintains confidentiality.
 - n. Blend into the organizational pattern set for that staff.
 - o. Leave the classroom in order at the end of the day.
3. Willingness to take the time to do the job should be noted as follows.
 - a. Come to school as early as possible.
 - a. Follow plans as outlined for the day.
 - b. Be resourceful in going on to new units or new work if the present unit or material is finished.
 - c. Stay until things are done.
 - d. Show initiative to help out until the end of the school day. Check with the office if you do not have any work to complete.
4. Please leave feedback on the work covered that day. This should include classroom behavior, matters which should be followed up the next day, what you taught during the day in each subject and how well the students understood the concepts taught. Feedback can be left in the form of notes left in the classroom and/or entered in Red Rover.

5. Inform the office (principal or designee) that you are leaving for the day.

***Additional Expectations as a Long-Term Substitute**

1. Long Term substitutes will co-plan with the teacher that is on leave. Lesson plans should be left behind for 2 weeks. The long term substitute will be in charge of planning for the students through the remainder of the assignment.
 - a. Lesson plans are not needed to be created for substitute EA positions.
2. Long Term substitutes will work professional learning days.
 - a. PLD consists of no school days for the students, however, teachers and long term substitutes are still expected to work on these days.
 - b. If unable to work a PLD, approval will be needed from the supervising principal.
3. Long Term substitutes will work full days at the end of each quarter. Early dismissal will occur for students at the end of quarter days. On these days, teachers and long term substitutes will be expected to work full days.
4. Long Term substitutes will be expected to participate in parent-teacher conferences.
 - a. Parent-teacher conferences are not expected for LTS EA positions.
 - b. If unable to attend parent-teacher conferences, approval will be needed from the supervising principal.
5. Long Term substitutes will participate in digital learning days. If a no school day is called, teachers and long term subs will be required to work the digital learning day.
 - a. See supervising principal for instructions.
 - b. Long term substitute EA's are not required to teach during digital learning days. This will only apply to long term substitute teachers.

Long-Term Substitutes are simply replacing the hours in which the board approved teacher would be working. Please get approval from the supervising principal and email the substitute coordinator, if unable to work such days/hours.

ACRONYM	DESCRIPTION
CROSS CATEGORICAL	Students with specialized needs
EA	Educational Assistant
EBD	Emotional/Behavioral Disabilities
EC	Early Childhood
ID	Intellectual Disabilities
IS	Intensive Services
ML	MultiLingual Learners

SCHOOL DIRECTORY

ALLIANCE CHARTER ELEMENTARY

920 Higgins Avenue
Phone: 920-751-6995
Principal: Carrie Naparalla
Adm. Asst.: Kimberly Schrader

CLAYTON ELEMENTARY

2916 West Fairview Road
Phone: 920-751-6950
Principal: Kassandra Shipman
Adm. Asst.: Brittany Desantos

COOLIDGE ELEMENTARY

321 Alcott Drive
Phone: 920-751-6955
Principal: April Keepers
Adm. Asst.: Nicole Volkman

LAKEVIEW ELEMENTARY

1645 South Commercial Street
Phone: 920-751-6965
Principal: Mary Renning
Adm. Asst.: Corrie Jape

SPRING ROAD ELEMENTARY

1191 County Road II
Phone: 920-751-6975
Principal: Lyzette Maroszek
Adm. Asst.: Buffy Wied

TAFT ELEMENTARY

133 S. Western Avenue
Phone: 920-751-6980
Principal: Karen Russell
Adm. Asst.: Donna Kies

TULLAR ELEMENTARY

925 Tullar Road
Phone: 920-751-6985
Principal: Benjamin Johnston
Adm. Asst.: Marisa Ewing

WASHINGTON SCHOOL OF EARLY LEARNING & 4K

220 E. Franklin Avenue
Phone: 920-751-6990
Principal: Michaela Neitzel
Adm. Asst.: Brittany Stobbe

HORACE MANN ELEMENTARY

1021 Oak Street
Phone: 920-751-6940
Principal: Ryan Hammerschmidt
Adm. Asst.: Miranda Plath

NEENAH MIDDLE SCHOOL - GRADES 5 - 8

1275 Tullar Road
Phone: 920-751-6850
Principal: Jennifer Koenecke
Assoc. Principal: Kristin
Krull-VanderHeiden
Assoc. Principal: Braden Frederickson
Assoc. Principal: David Sonnabend
Assoc. Principal: Timothy O'Brien
Adm. Asst.: Cami Czech
Adm. Asst.: Maya Allwardt
Adm. Asst.: Emily Babcock
Adm. Asst.: Susan Benner

NEENAH HIGH SCHOOL

500 Rocket Way
Phone: 920-751-6900
Principal: Brian Wunderlich
Assoc. Principal: Lindsey Lewis
Assoc. Principal: Sae Yang
Assoc. Principal: Kyle Popp
Activities Director: Shaun Liesch
Adm. Assistant: Paula Hella
Adm. Assistant: Kylii Grambow

**NEENAH HIGH SCHOOL -
DOWNTOWN CAMPUS**

109 W. Columbian Avenue
Phone: 920-751-6999
Administrator: Lindsey Lewis

**TRANSITION EDUCATION CENTER
(TEC)**

181 East North Water Street
Phone: 920-751-6900 ext. 2201
Administrator: Lindsey Lewis

PARKING/ENTRY INSTRUCTIONS

SCHOOL	PARKING INSTRUCTIONS	ENTRY INSTRUCTIONS
Alliance	Higgins Avenue (school side only).	Enter the main door by sign on Higgins Ave.
Clayton	Park in the school parking lot along Myron Lane or outside the fence on Fairview Road.	Enter the main door on Fairview Road.
Coolidge	Park on any of the following side streets: Alcott, Campbell, Hawthorne.	Enter at the main doors on Alcott Street.
Lakeview	Park in the school lot or on Olde School Road.	Enter the main door and check in at the office.
Spring Road	Park in the school lot.	Enter the main door.
Taft	Park in the back lot off of Claire Street.	Enter the main door.
Tullar	Park in the school lot on Tullar Road.	Enter the main door.
Washington	Park in the school lot on Franklin Avenue.	Enter the main door on Franklin Avenue.
Horace Mann	Park in any school lot (off of Campbell, Oak or Haylett)	Enter the main door by sign on Oak Street.
Neenah Middle School	Lot H which is accessed from the south end of campus off Appleblossom Drive.	Enter door 11.
Neenah High School	Lot 1 which is easily accessed from the north end of campus off County Rd II.	Enter through the front office entrance.

NEENAH MIDDLE SCHOOL PARKING/CHECK-IN: To avoid being ticketed or towed, please park behind the school. The lot can be accessed from the south end of campus off Appleblossom Drive. Enter door 11.

NEENAH HIGH SCHOOL PARKING/CHECK-IN: To avoid being ticketed or towed, please park in the front of the building in lot 1. The lot can be accessed from the north end of campus off County Rd. II.

Act 89 COMPLIANCE: STUDENT GROOMING AND PROFESSIONAL BOUNDARIES

In accordance with Wisconsin Act 89, the Neenah Joint School District is committed to maintaining a safe, supportive, and secure environment for all students. Act 89 requires all school employees, including substitute teachers and volunteers, to complete annual training on identifying, preventing, and reporting grooming behaviors and professional boundary violations.

Understanding Your Role

As a substitute teacher, you are in a position of trust and authority. "Grooming" refers to a deliberate pattern of behavior aimed at building trust with a student to isolate, manipulate, or exploit them. This mandatory training empowers you to:

- Recognize the early warning signs of grooming and boundary violations.
- Maintain clear, professional boundaries both during and outside of school hours.
- Report any suspicious or inappropriate conduct immediately.

Appropriate Communication Policy

We hold our staff to the highest standards of professional conduct. Please be aware that:

- Our district's communication policy applies to your interactions with students both during and outside of school hours (including text messages, social media, and personal emails).
- Violations of professional boundaries or communication standards carry serious consequences, up to and including termination and reporting to law enforcement.

As part of your employment, you are required to complete training on student grooming and professional boundaries along with the other required training modules. In doing so, you will be fulfilling the Act 89 requirement as mandated by the State of Wisconsin.

SUBSTITUTE HANDBOOK ACKNOWLEDGEMENT

I acknowledge that I have received, read, understand, and know where to access the Employee Policy Manual (<https://www.neenah.k12.wi.us/staff/subinformation.cfm>).

Print Full Name

Signature

Date