

ANACORTES SCHOOL DISTRICT #103

Adoption Date: 11/29/01
Revised: 10.08

Procedure No. 5610-P
Personnel

SUBSTITUTE EMPLOYMENT

The following procedures shall be in effect:

1. Substitute teachers shall be contacted from the personnel office.
2. Teachers who are ill and unable to be present for duty in the morning shall call at the earliest possible time. A recorded message may be used if the scheduling secretary is not on duty.
3. Teachers who feel ill and do not expect to be able to teach the next day may call on the preceding day instead of the next morning.
4. The principal shall make an accurate and prompt report of all substitute services to the business office. The principal shall also rate the substitute teacher on the proper form and return it to the substitute secretary.
5. Principals shall be responsible for keeping the record of days taught by the substitute and shall notify the district office when the 21st day of substituting shall begin.
6. The superintendent's office shall notify the substitute secretary in the event leave has been granted to a teacher, indicating the beginning and termination dates.

In the performance of their duties, substitute teachers shall be expected to:

1. Have the same responsibilities and work day as regular teachers.
2. Attend staff meetings unless excused by the principal.
3. Follow the lesson plan prepared by the regular teacher or comply with the instructions from the principal. The principal shall review the lesson plans of the absent teacher when advance planning is possible. When not, the absent teacher shall have made provisions for the substitute in the daily plan book.
4. On completing an assignment, prepare a definite statement of the work accomplished in each subject, specifying pages covered in various textbooks. New assignments should be noted in the teacher's assignment book or upon a card inserted in the desk copy of the text. All papers should be graded, records made and preparations for the next day completed.
5. Maintain the "housekeeping" arrangements of the regular teacher.
6. Administer no corporal punishment to a child. The principal should be contacted in the case of a serious behavior problem.
7. Complete building reports, including:



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- a. Attendance reports
- b. Student progress, report cards and warning slips after conferring with the principal.

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- c. Communications to parents with the approval of the principal.
8. Report to the principal's office before leaving the building in the evening to see if services are needed on the following day.

CLASSIFIED EMPLOYEES

Substitutes for classified staff shall be contacted by individual buildings and/or sub caller from established substitute lists. Substitute drivers will be contacted by the Transportation Supervisor.

The substitute for a classified staff member should report to the office of the unit administrator at the end of the day to determine if service on the following day will be needed.

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