

## **Professional Personnel**

### **Administrative Procedure - Substitute Teachers**<sup>1</sup>

#### **Minimum Qualifications of the Substitute Teacher**

Substitute teachers are generally required to have one of the following that is valid in Illinois:

1. Professional educator license or professional educator license with stipulations that required a bachelor's degree for issuance
2. Substitute teaching license

Exceptions in 105 ILCS 5/21B-20(2)(E) and (F) allow individuals who do not hold a bachelor's degree to substitute teach in career and technical education classrooms if they hold an educator license with stipulations and such license holds: a career and technical educator endorsement or a provisional career and technical educator endorsement.

Additionally, any individual who serves as a substitute teacher for driver's education must be endorsed for driver's education pursuant to 23 Ill.Admin.Code §25.100(h).

#### **Minimum Qualifications of the Short-Term Substitute Teacher**<sup>2</sup>

Short-term substitute teachers must:

1. Hold a valid Short-Term Substitute Teaching License; and
2. Have completed the District's short-term substitute teacher training program.

The District's short-term substitute teacher training program provides short-term substitutes with information on curriculum, classroom management techniques, school safety, and District and building operations. This training program is also available to individuals who hold a Substitute Teaching License and/or substitute teachers holding a Professional Educator License.<sup>3</sup>

#### **Personnel File Requirements**

All substitute teachers shall have each of the following documents on file with the District Administrative Office.

1. Completed application for employment and transcript of college credits
2. Evidence of license registration
3. Evidence of physical fitness to perform assigned duties and freedom from communicable disease<sup>4</sup>
4. State and federal tax forms
5. If applicable, Immigration and Naturalization Service, Form I-9
6. Signed *Acknowledgement of Mandated Reporter Status* form provided by DCFS and, if applicable, evidence that the individual completed mandated reporter training within three months of initial

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<sup>1</sup> These sample procedures must be amended to reflect actual practice. It should be clear who has responsibility for maintaining the substitute list, contacting them, recording work days, and evaluating them. A superintendent may also refer to a Substitute Handbook, if one exists, as well as additional pay provisions.

<sup>2</sup> 105 ILCS 5/21B-20(4) governs Short-Term Substitute Teaching Licenses, which may be issued from 7-1-18 until 6-30-23.

<sup>3</sup> 105 ILCS 5/10-20.67 requires boards to conduct this training. This provision repeals on 7-1-23. For further discussion see f/n 10 in 5:220, *Substitute Teachers*.

<sup>4</sup> 105 ILCS 5/24-5(b-5), amended by P.A. 101-81, states "A new or existing substitute teacher employee may be subject to additional health examinations, including screening for tuberculosis, as required by rules adopted by the Department of Public Health or by order of a local public health official." The Ill. Dept. of Public Health does not require school employees to be screened for tuberculosis other than workers in child day care and preschool settings. 77 Ill.Admin.Code §696.140(a)(3).

employment and at least every three years after that date (required by the Abused and Neglected Child Reporting Act, 325 ILCS 5/4)

Contact ISBE, the ROE, or Intermediate Service Center with questions. More information is on the ISBE website, *Substitute Teacher License* at: <https://www.isbe.net/Pages/Educator-Licensure-Requirements.aspx>.

#### District Responsibilities

1. The Superintendent or designee maintains a list of all substitute teachers in the District Administrative Office.
2. The Superintendent or designee completes & verifies:
  - a. An interview regarding teacher instructional and classroom management practices
  - b. Criminal background check results
  - c. Appropriate license and registration
  - d. References and employment verification
3. Facilitates annual training, including opportunities to complete state mandated trainings

#### Additional Requirements and Procedures

1. Board policy 4:175, *Convicted Child Sex Offender; Screening; Notifications*
2. Administrative procedure 4:175-AP1, *Criminal Offender Notification Laws; Screening*
3. Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*
4. Board policy 5:30, *Hiring Process and Criteria*
5. Administrative procedure 5:30-AP2, *Investigations*
6. Board policy 5:150, *Personnel Records*

#### Standard Duties of All Substitute Teachers

1. Keep and leave a status report of lesson plans completed and leave a report of the group's accomplishments.
2. Manage all recording of assignments and grading during the time worked as outlined in the applicable collective bargaining agreement or duties for substitute teachers.
3. Prepare plans for the following day's work.
4. Follow the regular teacher's lesson plans.
5. Leave the classroom and its equipment in order.
6. Leave a note reporting any unusual experience with a student during the day.
7. Hold as confidential any information concerning staff, parents, or students.
8. Be consistent in dealing with others; emphasize the positive, yet be firm and sympathetic.
9. When notified in time, arrive at least 20 minutes before the school period starts, and remain on duty at least 20 minutes after dismissal time.
10. Check with the office when reporting for substitute duty, and check with the office before leaving to see if you will be needed the next day.
11. If temporarily or permanently withdrawing from substitute work, so inform the District office.
12. Report any issues you encounter to the Building Principal.

#### Compensation

1. The rate of pay for substitute teachers is established from time-to-time by the School Board.

2. Substitute teachers are employed and paid for only days actually worked. Substitutes are not paid for holidays, vacation days, or days of illness.

#### Assignment Procedures

Substitute teachers will be called as needed from the office of the Building Principal. Only individuals who are on the substitute teacher list, as compiled by the Superintendent or designee, may be called for substitute work. Substitute teachers are given as much notice as possible; however, they may be called the morning they are needed.

#### Building-Level Responsibilities

The person arranging for a substitute teacher's service shall provide each substitute with the information relevant to the service, for example:

1. District map with locations of District schools indicated
2. District and school building emergency procedures, location of emergency equipment, etc.
3. School directory
4. School calendar and handbook
5. District student behavior policy and procedures

#### Evaluation and Employment Renewal

Annually an administrator shall observe the substitute teacher at least once per school year and provide written feedback of the observation. The administrator will meet with the substitute teacher during the year and review the observation as well as any completed *5:220 E - Unsatisfactory Performance Report for Substitute Teachers* forms. The administrator will make a recommendation of either "rehire" or "do not rehire" based upon the observational records and 5:220 E forms. The administrator will submit a list of substitute teachers to "rehire" and "not rehire" to the Board of Education for approval by the June Board meeting each year. Any substitute teacher who is not able to be observed during the previous school year and wishes to continue as a substitute must be observed during the first trimester of the next school year and the administrator must make a recommendation of either "rehire" or "do not rehire" based upon the observational records and 5:220 E forms by December of the school year in which the delayed observation was completed. If this does not occur, then the substitute teacher would need to reapply for the substitute teacher's position. Individuals that are designated as "do not rehire" shall not be employed by the district.

LEGAL REF.: 105 ILCS 5/10-20.67, 5/21B-20(2), 5/21B-20(3), 5/21B-20(4), and 5/24-5(b-5).  
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teacher License).