

SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT

The Attleboro Public Schools will employ certified, licensed, or qualified personnel as substitutes to the extent possible and will assign substitutes to positions on the basis of certification, licensure, or qualifications.

When the supply of potential substitutes in a particular area is too limited to meet School Department needs, there will be active recruitment for substitutes in those areas.

The School Committee will set the daily rate of pay for substitutes, including extended- term substitutes.

All substitutes will be provided with as much support as possible by building administrators and teachers.

All substitute educators will be expected to provide educational services, rather than merely to assume a supervisory role.

- Short-term substitutes deliver instruction provided usually by the absent educator.
- Long-term substitute educators will be expected to perform all of the duties required of the educator for which they are representing. The building administration will ensure that the educational needs are met for the students served by a long-term substitute by supporting the professional needs of these educators and facilitating their work in the building. Long-term substitutes are expected to plan lessons, deliver instruction, assess student work and maintain student grades.