

Lisbon School District

15 Newent Road
Lisbon, CT 06351

4121

Personnel – Certified and Non-Certified

Substitute Teachers

A substitute teacher shall be a person who has earned a Bachelor's Degree, is fully qualified to instruct in our schools and who is employed for short periods of time in the absence of the regular teacher. The Commissioner of Education may waive requirement for a Bachelor's Degree for good cause upon the request of the Superintendent of Schools.

The Board shall only hire applicants for substitute teaching positions who comply with the reference and background checks and who comply with the required disclosure requirements and after requesting information from the applicant's prior employers and SDE. The Board shall determine which such persons are employable as substitute teachers and maintain a list of such persons. The Board shall hire only substitutes who are on such list.

Rates of compensation for substitute teachers will be set by the Board of Education.

Suitable programs for training, assigning, orienting and evaluating the work of substitute teachers shall be provided by the certified staff under the direction of the Superintendent.

Substitute teachers will not participate in the health and welfare plans or other fringe benefits of the school system. However, substitute personnel hired to fill the position of an employee absent on an extended leave will be entitled to the privileges and benefits afforded regular professional employees, with the exception that the term of employment ordinarily will cease at the scheduled termination of the regular teacher's leave.

Retired teachers may be employed as substitute teachers without jeopardizing their retirement salary within the limits as prescribed by law.

Legal Reference: Connecticut General Statutes
 10-183v Reemployment of Teachers
 10-145a Certificates of qualifications for teachers.
 June 19 Special Session, Public Act No. 09-1
 An Act Implementing the Provisions of the Budget Concerning Education,
 Authorizing State Grant Commitments for School Building Projects and Making
 Changes to the Statutes Concerning School building Projects and Other
 Education Statutes. (Section 48) Public Act No. 09-6 September Special Session
 [10-221d](#) Criminal history records checks of school personnel. Fingerprinting.
 Termination or dismissal. (as amended by PA 16-67)
 [10-222c](#) Hiring policy. (as amended by PA 16-67)

Policy adopted: 09/20/93 – Lisbon Board of Education

Policy Amended: 04/20/20 – Lisbon Board of Education