

Integrated Day Charter School
Governing Board



Policy Series: 4000
Policy Number: 4120/4121

Personnel - Certified

Temporary, Part-time and Substitutes

IDCS will always endeavor to hire the most highly qualified candidate who provides the best fit with the school's educational philosophy. The Board shall employ such persons as may be needed to conduct the business of the school in accordance with Board policy, state statutes and regulations of the State Department of Education.

The Director is authorized to hire, as needed, those personnel required to ensure the continuity of the school's program. Such action will be reported to the Board at the first available meeting of the Board.

The Board shall set, as part of the annual budget approval process, a daily pay rate for substitute teachers and an extended daily rate for substitute teachers employed in the same position for more than 20 consecutive days.

Legal reference: Connecticut General Statutes

10-66	Charter Schools
10-144o through 10-145f	re: Teacher certification
10-151	Employment of teachers
10-153	Discrimination on account of marital status
10-155f	Residency requirement prohibited
46a-60	Discriminatory employment practices prohibited

IDCS
2010 - 2011
Pay Rates for Substitute Teachers

1. All substitutes shall be paid on a per-diem basis for days actually worked.

2. Pay rates shall be established as follows:

Daily substitute rate: \$80.00 per full day
\$40.00 per half day

Extended rate for long-term substitutes (> 20 days in same assignment)

Days 1 – 20: \$ 80.00 per day

Days 21 – 40: \$160.00 per day

Days 41 and beyond: \$212.78 per day (equivalent to Step 1-BA/188 teacher
work days)
(requires appropriate certification)

Substitute teachers will be hired per state regulations regarding certification. Substitute teachers are required to hold a minimum of a bachelor's degree unless IDCS has requested and received a waiver from the State Dept. of Education. Any substitute serving in the same assignment for greater than 40 days must hold appropriate Connecticut certification.

- Rates approved at May 19, 2010 Governing Board meeting