

SUBJECT: TEMPORARY PERSONNEL

District's needs may sometimes require temporary appointments. The terms of these appointments shall be defined by the Board of Education on a case-by-case basis.

Student Teachers

The ~~Elmira Heights Central School~~ District ~~shall~~ **will** cooperate with teacher training institutions in the placement of student teachers in order to provide beginning teachers with the best possible student teaching experience.

Schools are required to allow student teachers to videotape themselves providing instruction in a classroom to meet part of their performance assessment requirements for teaching certification. The video must remain confidential, is a confidential record of the New York State Education Department (SED), and is not subject to viewing or disclosure to an individual or entity other than the student teacher applicant and relevant SED personnel.

Student teachers ~~shall~~ **will** be protected from liability for negligence or other acts resulting in accidental injury to any person by the ~~School~~ District, as provided by law.

Substitute Teachers

~~A substitute teacher qualified to teach in the Elmira Heights Central School District~~ **A fully qualified substitute teacher** ~~shall~~ **will** be employed, whenever possible, by the Superintendent of Schools in the absence of a regular teacher. It is recognized that fully certified persons will not always be available for employment as substitute teachers.

Eligibility for Service

There are three categories of substitutes:

- a) Substitutes with valid teaching certificates or certificates of qualification. ~~Service~~ may ~~serve~~ **be rendered** in any capacity, for any number of days. If employed on more than an "itinerant" basis, these substitutes will be employed in ~~an~~ **their** ~~certification~~ **area** ~~for which they are certified.~~
- b) Substitutes without a valid certificate, but who are completing collegiate study towards certification at the rate of not less than six semester hours per year. ~~Service~~ may ~~serve~~ **be rendered** in any capacity, for any number of days, in any number of school districts. If employed on more than an "itinerant" basis, these substitutes will be employed in ~~their~~ **anticipated certification** ~~area~~ ~~for which they are seeking certification.~~

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- c) Substitutes without a valid certificate and who are not working towards certification ~~may serve.~~ ~~Service may be rendered~~ for no more than 40 days per school year. In extreme circumstances—where there is an urgent need for a substitute teacher—however, the District may employ this substitute teacher beyond the 40-day limit, for up to an additional 50 days (90 days total in a school year), if the Superintendent certifies that the District conducted a good-faith recruitment search and there are no certified teachers available who can perform the duties of the position.

The District may hire this substitute teacher beyond the 90 days only if the Superintendent attests that the District conducted a good-faith recruitment search, but there are still no certified teachers available who can perform the duties of the position and that the District needs a particular substitute teacher to work with a specific class or group of students until the end of the school year.

The Board of Education shall annually establish the ordinary rate for per diem substitute teachers.

Reporting

The Superintendent will submit an annual report to the Commissioner concerning the employment of all uncertified teachers. The report will include:

- a) The number of substitute teachers authorized to be employed beyond the 40-day limit.
- b) The number of substitute teachers authorized to be employed beyond the 90-day limit.
- c) The required good-faith recruitment certifications for all teachers employed beyond the 40-day and 90-day limits.

8 New York Code of Rules and Regulations
(NYCRR) Section ~~80-1.5~~ and 80-5.4
Education Law Section 3023

Adopted: 8/9/04

Revised: 00/00/2016