



2024-2025 Substitute Employee Handbook

On behalf of the Butler and Warren County Educational Service Centers and the Southwest Ohio Council of Governments (SWOCOG), we would like to recognize that you are a vital part in supporting our local school districts.

The Southwest Ohio Council of Governments (SWOCOG) employs substitute teachers for Butler and Warren County school districts. The Warren County Educational Service Center and the Warren County Commissioners created SWOCOG in 2012. Warren County Educational Service Center is contracted by SWOCOG to act as the fiscal agent, including payroll, and human resources services. Both Warren and Butler County Educational Service Centers provide employment onboarding, substitute training, and Frontline / Absence Management services for SWOCOG.

The services that you perform as a substitute are highly valued. You have the ability to make a positive contribution to the work of our school districts. By agreeing to serve as a substitute, you have indicated acceptance of full professional responsibility for the tasks which you are assigned. Through your work with our school districts, you have agreed to abide by their policies, rules, and regulations as part of every assignment you accept.

Please read this handbook carefully to become acquainted with SWOCOG Consortium policies. You are required to acknowledge the Substitute Employee Handbook to indicate you have read and understand the information and terms as presented in this handbook every year through Public School Works.

The information in this handbook is not exhaustive but is intended to assist you with general policies. If you need specific information for a particular school district, please contact the district directly.

From all of us here at the Butler and Warren County Educational Service Centers we extend our best wishes for your success as a substitute and thank you for your interest in assisting young people in becoming skilled, competent, and caring citizens.

Sincerely,

A handwritten signature in blue ink that reads "Chris R. Brown".

Chris Brown
Superintendent
Butler County Educational Service Center

A handwritten signature in blue ink that reads "Tom Isaacs".

Tom Isaacs
Superintendent
Warren County Educational Service Center

Employment Information for Substitutes

Absence Management (formerly Aesop)

Southwest Ohio Council of Governments (SWOCOG) uses Absence Management, an automated substitute placement service, provided by Frontline Placement Technologies for K-12 School districts.

Licensure

In order to receive compensation for teaching in the State of Ohio, you must have a current teaching license or substitute license. A copy of the credential must be provided as part of the SWOCOG substitute onboarding and annual "Intent to Return Process." A copy of the license will be kept on file in the offices of the SWOCOG, which is located at the Warren County Education Service Center. Failure to renew a teacher credential, substitute license, or background check will automatically disqualify an individual from serving as a substitute employee in our schools.

Substitute and Credentialed Teachers licenses are issued by the Ohio Department of Education & Workforce. It is the responsibility of the employee to keep required documents up to date. Educators working under substitute licenses are not required to develop an Individual Professional Development Plan (IPDP) and do not work through the Local Professional Development Committee (LPDC).

ODE –Substitute Teaching License - with 3+ Fields

SUBSTITUTE TEACHING LICENSE (*1 Year or 5 Year*), there are 3+ fields and subs will select the teaching field(s) based on their post-secondary degree(s) they hold. Instead of ODE looking at the content hours as in the past, it will be based on the person's degree now.

1) Post-secondary degree in Education:

Issued with a teaching field of Education Degree - Unlimited subbing

- a. Valid for daily substitute teaching in any subject or grade level.
- b. Valid for teaching unlimited days in a specific class in any subject or grade level.

2) Post-secondary degree in a subject related to an area of licensure:

Issued with a teaching field in a designated subject area related to the post-secondary degree (*e.g., Integrated Mathematics.*)

- a. Valid for daily substitute teaching in any subject or grade level.
- b. Valid for teaching unlimited days in the designated subject area in any grade level.
- c. Valid for teaching up to one semester (*60 days*) in a specific class IN OTHER SUBJECTS.

LIMITATION: If the same assignment goes beyond one semester (*60 days*), the SWOCOG Board will determine and can approve additional subsequent semesters in the same classroom.

The SWOCOG Board's approved and signed document will be placed in the sub's personnel file.

3) Post-secondary degree in a subject unrelated to any area of licensure:

Issued with a teaching field of General Substitute Teaching

a. Valid for daily substitute teaching in any subject or grade level.

b. Valid for teaching up to one semester (60 days) in a specific class AT ANY GRADE LEVEL

LIMITATION: If the same assignment goes beyond one semester (60 days), the SWOCOG Board will determine and can approve additional subsequent semesters in the same classroom.

The SWOCOG Board's approved and signed document will be placed in the sub's personnel file.

Criminal Background Checks

Every person working in an education setting in the State of Ohio is required to submit to a background check. Background checks include both a BCII (*Bureau of Criminal Identification and Investigation*) and FBI (*Federal Bureau of Investigation*). The Ohio Department of Education & Workforce will not issue any credential until the mandatory background checks have been completed and sent electronically. Background checks may be completed at either Butler County ESC or Warren County ESC.

Non-Discrimination Statement

The SWOCOG consortium does not discriminate based on race, color, religion, national origin, sex, disability, military status, ancestry, sexual orientation, genetic information or age in its programs and activities, including employment opportunities.

The SWOCOG HR Director shall serve as compliance officer whose responsibility it will be to ensure that our agency complies with Federal and State regulations. Complaints of workplace discrimination may be submitted to the SWOCOG HR Director who will, for SWOCOG employees process the complaint, and for all other employees refer the complaint to the appropriate district of assignment personnel.

Attendance

Substitutes are required to arrive on time and remain in the building until the end of the workday as listed in Absence Management for that specific assignment. Arriving late or leaving early from an assignment could result in a reduction of pay and/or one's removal from the Absence Management system.

Appearance

All substitute staff members are required to serve as role models for students and co-workers regarding dress and grooming.

The SWOCOG retains the authority to address apparel and grooming guidelines and/or individual staff members where dress and/or grooming are deemed objectively inappropriate or will have an adverse impact on the operation of the Southwest Ohio Council of Governments its member districts and/or agencies and/or their programs.

Payroll

Substitute Teachers are paid a daily rate in quarter days based on 2-hour increments. The rates are determined by the districts.

You can find pay rates and pay schedules at [CogSubs.com](https://www.cogsubs.com) under the payroll information link.

The SWOCOG processes substitute pay for all school districts through direct deposit. This will require substitutes to have a valid checking and/or savings account with an accredited financial institution. We also require substitutes to have personal e-mail address to access payment notification through the Employee Kiosk system.

This system allows the substitutes to update personal information, view/print direct deposit notices, and W2's through the SWOCOG's website, [CogSubs.com](https://www.cogsubs.com)

- Select Quick Links
- Select Kiosk (login)
- Questions regarding payroll and all employment verifications should be directed to:
 - Payroll Department of the SWOCOG at Warren County ESC:
 - Julie Prack at (513) 695-2900, Ext. 3070 or julie.prack@warrencountyesc.com.

Personal Information Updates

At any time while substitutes are employed by the SWOCOG, if any of the substitutes' personal information changes, such as last name, address, phone number or email address, the substitute will log in to their:

- Employee Kiosk account and update the information under Employee Profile; Request Profile Data Changes at: <https://kiosk.mcoecn.org/apex/f?p=185:3:12085441280133::::>

Taxes

The SWOCOG is only required to withhold Federal, State and School district taxes. In general, we are not required to withhold municipal income taxes for the various municipalities where the schools you may serve are located. There are rare circumstances where we are required to withhold those taxes. The SWOCOG has procedures in place to identify when those circumstances occur, and we notify employees whenever municipal income taxes for various localities must be withheld.

Retirement Systems

Substitute teachers are required to become members of the State Teacher Retirement System (STRS). Additional details regarding STRS are on the web at www.strsoh.org.

If at any time throughout the year, a SWOCOG substitute teacher requests to withdraw his/her funds out of STRS, a letter of resignation from the substitute is required to "sever" employment and must be sent to Julie Prack, julie.prack@warrencountyesc.com, at WCESC. The sub's Absence Management account will be made "inactive" for a minimum 60 days and the written documentation will be placed in the sub's personnel files. If the substitute chooses to return to substitute teaching through the SWOCOG, they will need to go through the **Request to Be Reactivated** process which is detailed on the SWOCOG website at: [CogSubs.com](https://www.cogsubs.com).

Canceling Assignments/Illness/Emergencies

Substitutes may cancel jobs they have accepted if done prior to the cutoff time (as listed for each district in the section labeled School District and Building Information). Substitutes do not have the option to cancel jobs they have accepted if the cutoff time has passed (as listed by the district in the School District and Building Information). Substitutes needing to cancel jobs after the cutoff time cannot cancel the job using the Absence Management system. IMPORTANT: In these circumstances, the substitute must contact the Building Principal or Building Secretary at the building the substitute is cancelling. A reason must be given to the Building Principal or Building Secretary as to why you wish to cancel the job.

Sometimes when a substitute arrives at a building for his/her accepted assignment, the Building Secretary has cancelled/removed the assignment because the building no longer needs the substitute's services in that assignment. The Building Secretary may offer him/her another assignment in the building or in another building in the district. The substitute may decide if he/she wants to accept the offered assignment(s) or not. If the substitute does not want to accept the assignment(s) offered, a quarter-day vacancy must be created and assigned to him/her for this vacancy.

Job Shopping

When a substitute accepts a job in the Absence Management system, it is an expectation that he/she will report for that assignment. Choosing to cancel an assignment in order to accept another assignment is considered Job Shopping and is not an acceptable practice.

Please be advised that if found Job Shopping within the Absence Management system, you may be excluded as a substitute from a building, several buildings, or a district as a whole. It is not considered Job Shopping if a principal or other administrator arranges for you to fill another assignment that conflicts with your previously scheduled assignment(s). You will not be penalized for these re-assignments.

Absence Management Account Responsibility

Substitutes in the Absence Management system, under the direction of the Southwest Ohio Council of Governments, are prohibited from accessing the Absence Management system to look for available jobs while currently working on an assignment within a district. The exception to this is your lunch bell and if you have not been assigned to sub in a classroom during your plan bell.

Please keep all user ID's, passwords, and PIN's used to access any of the SWOCOG systems private, confidential, and secure. Allowing others to access your accounts could result in further disciplinary action up to termination.

Staff Meetings

Substitute employees should follow the schedule of the person for whom they are substituting. Substitutes are expected to find out from district administration whether they should attend meetings and take notes to leave for the staff member.

Web Alerts/School Delay & Closing Information

Web Alerts are a way of posting important information out to all active substitutes within the system such as school year reminders, contact information for each district's Absence Management administrator, warnings and/or school delay/closing information.

From time to time, Absence Management administrators post "Web Alerts" on Absence Management. When you log into Absence Management a Web Alert may appear on your home page. Each Web Alert has a "posted" date included with it so you know when the message was placed in the system. Below is an example of a posted Web Alert...

Example: "The Lakota Local Schools are operating on a 2-hour delay Thursday, May 20th due to Curriculum In-service."

In the event of inclement weather, it is the responsibility of the substitute to check for school updates. If you think a calamity day or delayed start time may occur, please refer to television, radio, internet, district websites, or other communication methods for updates and announcements.

If the building in the district where you are scheduled to work is on a delay, report for your job assignment at the appropriate time according to the delay. If the building in the district where you are scheduled to work is closed, do not report for work.

You are not compensated for the time of the delay or for a "closed" day, only the actual hours worked will be compensated.

SWOCOG School District Web Sites:

Butler County:

Butler County Educational Service Center

(Alternative Program, Pre-school Special Ed, Pre-School Head Start): www.bcesc.org

Butler Tech: <http://www.butlertech.org>

Edgewood City Schools: <https://www.edgewoodschools.com/>

Fairfield City Schools: <http://www.fairfieldcityschools.com/>

Hamilton City Schools: <http://www.hamiltoncityschools.com/>

Lakota Local Schools: <http://www.lakotaonline.com/>

Madison Local Schools: <http://www.madisonmohawks.org/>

Middletown City Schools: <http://www.middletowncityschools.com/>

Monroe Local Schools: <http://www.monroelocalschools.com/>

New Miami Local Schools: <http://www.new-miami.k12.oh.us/>

Ross Local Schools: <http://www.rossrams.com/>

Talawanda Schools: <http://www.talawanda.org>

Warren County:

Carlisle Local School District: <http://www.carlisleindians.org/>

Franklin City School District: <http://www.franklincityschools.com/>

Kings Local School District: <https://www.kingslocal.net/>

Lebanon City Schools: <https://www.lebanonschools.org>

Little Miami Local Schools: <http://www.littlemiamischools.com>

Springboro Community City School District: <http://www.springboro.org/>

Warren County Educational Service Center / SWOCOG Paraprofessionals District

(*Special Ed, Alternative Programs*): <http://www.warrencountyesc.com>

Warren County Vocational School District: <http://www.mywccc.org>

Wayne Local School District: <http://www.wayne-local.com>

Student Discipline

Substitute teachers are responsible for control of classes. Corporal punishment is prohibited by school district policy.

Substitute teachers are encouraged to seek assistance from the principal or another teacher as it is needed.

SPECIAL NOTICE: Please be advised that in districts were standing for and participating in the Pledge of Allegiance is not required, the SWOCOG substitutes will follow the districts rules.

Information from the Classroom Teacher

The following materials will be made available to you by the classroom teacher when possible:

- Lesson plans showing day's work to be accomplished
- Seating Chart
- Teaching manuals and desk copies of texts
- Schedule
- Any special classroom rules

First-Aid, Safety and Health

As a substitute, you are expected to provide good quality supervision to the students entrusted to your care. In the event of an injury, please use common sense rules and immediately contact the principal or another teacher. If a fire drill or tornado drill occurs while you are on duty, please follow the classroom teacher nearest to your room to the proper exit.

Universal Precautions

Most approaches to infection control are based on a concept called Universal Precautions. Universal Precautions require that you consider every person, all blood and most bodily fluids, to be a potential carrier of infectious disease. Using Universal Precautions resolves this uncertainty by requiring you to treat all human blood and bodily fluids as if they were known to be infected with HIV, HBV or other blood borne pathogens. You cannot identify every person who may transmit infection; yet you cannot afford to fail to take every precaution, since it takes just one exposure to become infected. Federal law requires that all substitutes have Universal Precautions – Blood Borne Pathogen training annually. (OSHA Standard 29 CFR 1910.1030) The SWOCOG provides this training through Public School Works.

Please refer to: CogSubs.com:

- Select Quick Links
- Under Header--Public School Works
- Annual Training PowerPoint for information on this online training
- Annual Training (Login)

Communicable Diseases

It is very common for children and adults to become ill in a childcare setting. However, there are a number of steps childcare providers and staff can take to prevent or reduce the incidents of illness among children and adults in the childcare setting.

Communicable disease is an illness caused by an infectious agent that is transmissible by direct contact with an infected individual, an infected individual's bodily fluids, or by indirect means (*as by a vector, such as a mosquito*). Therefore, we have worked with our local Health Departments to ensure we are doing everything possible to control the spread of communicable disease in our programs. This includes, but is not limited to:

- Requiring all teaching staff, including substitute teachers, to take a Communicable Disease course every 3 years.

While we understand that illnesses will happen in our programs, we work hard to create policies and procedures to ensure that we have created the safest and healthiest environment possible for our students and our employees.

Hepatitis B Vaccination Series

Receiving the Hepatitis vaccination is not required by the SWOCOG as a condition of employment. Therefore, your vaccination status has no bearing whatsoever on your eligibility to work or access employment opportunities. Pursuant to Federal Law, the SWOCOG must provide information regarding HBV, as well as an opportunity for vaccination.

The Hepatitis B vaccination is given in a series of three shots. The second shot is given one month after the first, and the third shot follows five months after the second. This series gradually builds up the body's immunity to the Hepatitis B virus. If the vaccination series is interrupted after the first or

second dose of vaccine, the series should be picked up with the next dose administered as soon as possible. The series does not need to be restarted if a dose has been delayed. If you wish to receive the Hepatitis B Vaccination series, you may indicate your desire as part of the follow up paperwork when you complete the Blood Borne Pathogen training.

Weapons Policy

The Governing Board prohibits visitors from possessing, storing, making, or using a weapon, including a concealed weapon, in a school safety zone and any setting that is under the control and supervision of the Board for the purpose of school activities approved and authorized by the Board including, but not limited to, property leased, owned, or contracted for by the Board, a school-sponsored event, or in a Board-owned vehicle, except as permitted by law.

The term "weapon" means any object which is used or is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to, firearms, guns of any type, including air and gas-powered guns, (whether loaded or unloaded), knives, razors, clubs, electric weapons, metallic knuckles, martial arts weapons, ammunition, and explosives.

The Superintendent shall refer a visitor who violates this policy to law enforcement officials and may take any necessary steps to exclude the visitor from Board property and Board-sponsored events, regardless of whether such visitor possesses a valid concealed weapon license.

Exceptions to this policy include:

- A. Weapons under the control of law enforcement personnel.
- B. Handguns in the possession of a person who has a valid concealed handgun license or who is an active duty member of the armed forces with a valid military identification card and documentation of successful completion of firearms training if the handgun remains in a vehicle with the individual or is left in a locked vehicle when the person exits the vehicle.
- C. Objects indistinguishable from a firearm used during school safety trainings.
- D. Theatrical props used in appropriate settings.

The Board directs the Superintendent to post notices prohibiting the carrying and possession of concealed weapons in a school safety zone, including schools and school buildings, on school premises and school buses, and at school activities. The notices shall contain a statement substantially in the following form:

Unless otherwise authorized by law, pursuant to Ohio Revised Code 2923.122, no person shall knowingly possess, have under the person's control, convey, or attempt to convey a deadly weapon or dangerous ordnance into a school safety zone.

The Superintendent shall conspicuously post such notices at each entrance of a school and/or school building and in areas inside the building where visitors are required to report. Notices shall also be posted at each entrance leading into a school activity (particularly those activities held outside of the school building) and parcel of land.

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R.C. 2923.12, 2923.122, 2923.22, 3313.20, 2923.1961, 2923.122, 2923.9 18 U.S.C. 922

Drug Free Workplace

All school districts are committed to maintaining a drug free workplace. Drug or alcohol abuse in the workplace is dangerous and can lead to harm to not only the person abusing drugs or alcohol but also the fellow employees and students. It is especially important that employees not use drugs or alcohol in the workplace since, as employees within the schools, the conduct of all employees can potentially influence children within the schools. Districts will enforce a policy requiring all employees to refrain from the unlawful use, sale, purchase, possession or being under the influence of drugs or alcohol while on the job, on school premises, or while using school equipment.

SWOCOG shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, including alcohol and marijuana with a medical card, by any school district employee, while on district property or at any district event.

Employees who fail to comply with this policy will be subject to dismissal from substituting. Any employee convicted of an offense under a criminal drug statute must report his/her conviction to the administration no later than five working days after the conviction. Failure to do so will result in the loss of substitute opportunities.

Workers' Compensation *(Accident Reporting Procedures)*

The following procedures are applicable to all accidents, injuries, and blood exposure incidents. Adherence to these instructions will facilitate your care and return to work. If you have any questions, call the Human Resources Department at (513) 695-2900, Ext. 2980.

If you are injured on the job, the following steps must be taken to submit for a Workers Compensation claim.

STEP 1: Your health is the priority! Do not hesitate to seek professional care in a medical emergency.

A medical emergency is when you need immediate medical services that are necessary to alleviate severe pain, or an acute injury that could lead to a serious physical disability, mental disability or death.

STEP 2: IMMEDIATELY submit an Employee Accident/Exposure Incident Report.

To submit an employee incident report, please use the following steps:

Please refer to: [CogSubs.com](https://www.cogsubs.com):

Select Quick Links

- Under Workers Compensation Header
 - Select-- Workers Comp Accident Reporting Link
 - Select—Submit Accident Report Link
- Employees choose “Click here if you are the injured employee” **If the injured employee is unable to submit the accident report, another employee can complete the report with the assistance of the affected employee.

- Witness to Accident should “Click here if you are NOT the injured employee”, to provide the information requested.

NOTE: You do not fill out any paperwork for the district/building you are subbing in because your employer is the Southwest Ohio Council of Governments for reporting purposes.

MEDICAL CARE OPTIONS When obtaining medical care, remember you must tell the Provider it is due to a work-related injury.

If an employee obtains medical care for a work-related injury from a medical provider other than those noted below, workers’ compensation insurance may not cover the costs, and the employee may have to pay for the services. Employees are encourage to go to Atrium Medical Center (*Middletown*) or TriHealth Bethesda Arrow Springs (*Lebanon*), which are convenient to our employees and specialize in work-related injuries, treatment and follow-up including proper reporting, transitional work, physical therapy, and other occupational services.

Atrium Medical Center
4220 Grand Avenue
Middletown, OH 45005
(513) 420-4700
Between 8am—4:30pm

TriHealth Bethesda Arrow Springs
100 Arrow Springs Boulevard
Lebanon, OH 45036
(513) 282-7000

After 4:30pm, go to Atrium Medical Ctr.

You may also go to:

- Urgent Care facility in your area
- BWC Certified Physician (*To get the name of a BWC Certified Physician, call 1-800-OHIOBWC. If you are unsure who is a BWC Certified Physician, it is recommended you go to an Emergency Room or Urgent Care facility.*)

IF EXPOSED TO ANOTHER PERSON’S BODILY FLUIDS (*BLOODBORNE PATHOGENS*)

If you are exposed to the body fluids of another person, the following documents must be given to the medical provider.

Item	Where to Obtain
1. A copy of the district Bloodborne Pathogens Exposure Control Plan (this includes additional information regarding procedures associated with	Safety Document Library within PSW
2. A copy of the OSHA Bloodborne Pathogens regulations (29 CFR 1910.1030)	Safety Document Library within PSW
3. A copy of the completed Employee Accident/Exposure Report	Accident Management System within PSW
4. Results of the source individual's blood testing (if available)	From the other individual or medical provider
5. All medical records applicable to treatment of the employee, including vaccination status	From medical provider

For additional information regarding the procedures associated with exposure to the body fluids of another person, the employee should read the district Bloodborne Pathogens Exposure Control Plan available on the district website.

Evaluation

A building principal, under whom you serve, may observe, and evaluate your work performance to determine whether to re-employ you as a substitute. A feedback mechanism is available in Absence Management for both substitutes and teachers to complete an assessment from their viewpoint for each job assignment completed. You are allowed up to fourteen (14) days after you complete an assignment to leave feedback.

Reasonable Assurance of Continued Employment & Unemployment Benefit Eligibility

All substitutes processed through the SWOCOG are reasonably assured of continued employment until otherwise notified. Typically, substitute teachers do not qualify for unemployment benefits, based on service in an educational institution for any week of unemployment between academic years or terms, or during an established and customary vacation period or holiday recess.

Exclusion

The following criteria are considered and put in place with the best interest of the students served in our districts in mind.

- Administrators reserve the right to exclude substitutes from an individual teacher's classrooms, grade levels or entire buildings.
- Substitutes who are excluded from two buildings in one district may be excluded from the entire district.
- Substitutes who are excluded from two districts within this SWOCOG consortium may be excluded from Absence Management for all school districts associated with the SWOCOG.
- Depending upon the nature of the exclusion, a substitute may be excluded from an entire district immediately.

Exclusion from the Absence Management system may result from offenses including but not limited to the following:

- Poor classroom management, not following lesson plans, maintaining control of classroom.
- Not following lesson plans as outlined by the classroom teacher.
- Not supervising students when the assignment requires supervision.
- Job shopping.
- Accessing the Absence Management system during the workday (*i.e., phone, computer, mobile app, etc.*).
- Using computers during work time for any purpose other than the classes you are teaching.
- Using cell phones during class time. Phones should be turned off or on vibrate during work.
- Leaving the building during work hours without explicit permission from the building principal.
- Bringing food to the classroom for yourself or students.
- Leaving your classroom unattended.

- Touching a student or staff member in an inappropriate manner.
- Failure to leave any follow-up notes for the regular classroom teacher.
- Smoking on school grounds including inside one's own vehicle.
- Making inappropriate comments to students, parents and/or fellow staff members.
- Not showing up for an assigned duty on time; creating a situation where students are unsupervised.

In addition, the SWOCOG reserves the right to remove any substitute from the Absence Management system, at any time, at its sole discretion.

Substitute Job Description

- Reports to the building office and follow protocol provided including but not limited to signing in and out upon arrival and departure.
- Reviews all plans and schedules to be followed during the teaching day. Contact the building secretary, principal, team-leader or department head for this information.
- Assumes responsibility for student behavior in class and during lunch and recess periods.
- Maintains established routines and procedures of the school and classroom assigned as fully as possible.
- Teach lessons outlined and described in the classroom teacher's lesson plans as prepared by the absent teacher.
- Provides a report or summary of activities accomplished, lesson plans completed and not completed, any additional information the regular teacher may need to know when returning to the classroom. Completion of substitute feedback on Absence Management, although voluntary, is suggested.
- Follows all policies, rules, and procedures to which regular teachers are subject and which good teaching practice dictates.

Other Duties and Responsibilities:

- Serves as a role model for students in how to conduct themselves as citizens and as responsible, intelligent individuals.
- Is sensitive to and supportive of the needs of students from culturally diverse backgrounds.
- Adheres to and enforces all board policies.
- Conducts other duties or assignments as directed by the immediate supervisor or building administration.