

Substitute Guidelines

The following framework will be utilized for hiring substitute teachers for positions within Lee County Schools. Our goal is to employ highly qualified substitutes, thus consideration is given to the level of professional training and experience in the field of education and the PreK-12 classroom. In addition, all substitutes approved by the Board of Education will be required to attend a Substitute Orientation Class each year.

First consideration is given to Licensed Substitute Teachers:

- Certified teachers who hold a current North Carolina license, then to
- Certified teachers who have an expired teaching license.

Further consideration is given to Non-licensed Substitute Teachers:

- Noncertified personnel who have a four year degree and have attended Effective Teacher Training offered through the community college system, then to
- Noncertified personnel who have a two year degree and have attended Effective Teacher Training offered through the community college system, then to
- Noncertified personnel who have not attended Effective Teacher Training. *Noncertified substitutes are responsible for completing Effective Teacher Training within the current school year to remain on the Substitute Teacher List.*

Salary for substitutes:

- Certified teacher with a current North Carolina license: Daily rate \$98
- Expired/out-of-state teaching license, Effective Teacher Trained, Non-certified: Daily rate \$75

When persons are employed to substitute as elementary or secondary teachers, they are making a commitment to our students, staff, parents, and community. Our elementary and secondary schools throughout the county depend on the availability of substitute teachers. While circumstances occasionally prevent individuals from being available to substitute, our schools value the service they provide. Individuals who violate any Lee County Board Policy may have their names removed from the approved substitute list.