

Festus R-VI School District

Substitute Teacher Handbook

2023-2024

VISION STATEMENT

The Festus R-6 School District, by providing a challenging and relevant academic environment, is committed to cultivating lifelong learners who make a positive impact on the global society.

MISSION STATEMENT

“Educating all children to meet tomorrow’s challenges.”

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Festus R-VI School District Policy of Non-Discrimination

The Festus R-VI School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs or activities. Inquiries related to District programs and practices along with the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Assistant Superintendent, Dr. Lucas McKinnis – Civil Rights Compliance (*Title VI/Title IX/Section 504/ADA/Age Act*); 1500 Mid- Meadow Lane; Festus, MO 63028; Telephone 636-937-4920. E-mail: mckinnislucas@festusedu.com

Festus R-6 School District Directory

Central Administration Office

636-937-4920

Dr. Nicki Ruess	Superintendent of Schools
Jonathan Earnhart	Assistant Superintendent
Dr. Lucas McKinnis	Assistant Superintendent
Barb Womack	Secretary to Superintendent
Cindy Schraer	Accounts Payable
Becky Uding	Benefits/HR

Early Childhood (Pre-K)

636-465-0395

Dr. Samantha Mouser	Director
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High School (9-12)

636-937-5410

Dr. Karl Shiningier	Principal
Joel Roth	Assistant Principal
Jason Therrell	Athletic Director/Asst. Principal
Paula Lassing	Building Secretary

Middle School (7-8)

636-937-5417

Jacob Munoz	Principal
Matt Boyer	Assistant Principal
Angela Edwards	Building Secretary

Intermediate Elementary (4-6)

636-937-4750

Spencer Kearns	Principal
Dr. Deana Brown	Assistant Principal
Tracy Connor	Building Secretary

Primary Elementary (K-3)

636-937-4063

Dr. Darin Siefert	Principal
Sandra Benack	Assistant Principal
Tracey Koessel	Building Secretary

District Calendar

Refer to 'Appendix I' in rear of handbook.

District Expectations:

The Festus R-6 School District views substitute teachers as professionals employed by the district in the absence of contracted educators.

Substitute teachers provide a valuable service to the students of our district. **Substitute teachers are expected to follow the regular teacher's prepared lesson plans.** The district expects the substitute teacher to teach the students the material to be presented in the lesson plans. Substitute teaching is not to be viewed as a supervision/classroom monitor position. Substitute teaching is a teaching position.

Teacher Professionalism:

Substitute teachers are to exhibit professional behavior in word and action at all times while temporarily employed by the school district. Substitute teachers are to refrain from the use of foul and/or inappropriate language or behaviors that would be considered inappropriate in a public school setting.

Professional Attire:

Substitute teachers are expected to appear professional in appearance. Casual business dress or business dress is appropriate. Substitutes should refrain from wearing denim jeans and any clothing that advertises products that would be considered inappropriate in a school setting.

Substitute Acquisition/SafeSchools Training:

Festus R-VI utilizes an automated program for securing substitute teachers and classroom paraprofessionals called **willSub (www.willSub.com)**. Questions regarding the automated system can be directed to Barb Womack (womackbarbara@festusedu.com) or 636-937-4920.

You will also be required to take an online course through MUSIC for insurance purposes. A link to the course will be emailed to you and your username will be your personal email address. This course is 39 minutes long and is required for ALL substitutes to take once a year. You will not be required to take the course through the Festus R-VI School District if you have taken the course at another school. You can email womackbarbara@festusedu.com the completion certificate.

Substitutes will not have a lunch account created for them. Lunch for substitute teachers is \$3.35/day. Please bring the correct amount, the cafeterias are not able make change.

Rate of Pay:

The rate of pay for substitute teachers is as follows:

\$95.00 per day for individuals that hold a valid MO Teacher Certificate.

\$90.00 per day for individuals with a MO Substitute Teacher Certificate

- OR -

\$200.00 after ten (10) consecutive days for the same teacher.

***Substitute Teacher Incentive—After every 10 days, substitute teaching rate adds \$10/day up to a maximum of \$150/day. (Any substitute position counts towards the ten days, but only certified positions receive the increase.)**

****Substitute teachers may only substitute a maximum of 129 hours per month with the exception of long-term positions.**

*****Please note that due to mandates of the Affordable Health Care Act, the length of long-term substitute assignments may be impacted.**

Classroom Paraprofessional & Non-Certificated Pay Rate

- The hourly rate for a classroom paraprofessional substitute is \$12.50 per hour with a 25 minute non-paid lunch. All paraprofessionals work a 7-hour day.
- The hourly rate for a LPN substitute is \$15.00 per hour & a RN is \$19 per hour with a 25 minute non-paid lunch. All Nurses work a 7-hour day.

Pay Dates:

Pay dates are the 15th of each month and the last working day of the month. If the 15th falls on a weekend, the Friday before will be considered payday.

Pay Cycles:

Substitutes that work the first day of the month through the 15th of the month are paid on the last day of the month. Substitutes that work from the 16th of the month through the last day of the month are paid on the 15th of the following month.

Direct Deposit:

All substitute pay is direct deposit. Every substitute teacher must complete a direct deposit form and attach a voided check or savings deposit slip to be submitted to the Payroll Administrator. A direct deposit form can be secured from the R-VI District Office if needed.

Parking:

- Early Childhood - Teachers may park in the spaces located on the side of the building.
- Primary /Elementary - Teachers park behind the building, across from Mid-Meadow in the Intermediate/Elementary parking lot, or in the upper Elementary parking lot, located at the intersection of Mid-Meadow and Sunshine.
- Intermediate - Teachers may park in the west parking lot on the side of the building.
- Middle School - Teachers may park in the spaces located in front of the building.
- High School - Teachers may park in the spaces located on Westwind Drive or in the absent teacher’s parking spot. **PLEASE DO NOT PARK IN THE PARKING LOT THAT ADJOINS THE GYMNASIUM.** The gymnasium parking lot is a restricted parking lot.

Reporting for Duty:

All substitute teachers are required to report to the building office upon arrival. It is not necessary for long-term substitutes to report to the office upon arrival after the initial day.

Classroom Location:

Substitutes are expected to report to work 30 minutes prior to the start of school, providing time to acclimate oneself to the building. Substitutes should familiarize themselves with the building surroundings and introduce themselves to the other teachers. This enables the professional staff to provide assistance, guidance, and suggestions to the substitute regarding the students, building procedures, etc.

Keyless Access:

All exterior doors will be locked the majority of the school day. Full-time staff will gain access utilizing a magnetic ID. If leaving the building, access will only be available the main entrance. All subs should sign in and out of the main office if leaving during work hours.

Emergency Procedures:

Substitute teachers should become familiar with the emergency procedures for fire evacuation, tornado staging areas, earthquake procedures, and building intruder procedures. Emergency procedures should be posted in every classroom. Please report the lack of postings to the building office.

Lesson Plans:

The regular classroom teacher should have lesson plans prepared and located on their desk. Substitutes should adhere to the prepared plans. It is a district expectation that substitute teachers provide meaningful educational experiences throughout the school day. Please report the lack of prepared lesson plans to the building principal.

Materials:

Teaching materials, resources and textbooks, together with the lesson plans, class schedules and class roster, will be located at the teacher's desk.

Substitute Report Form:

Substitute teachers are encouraged to communicate with the classroom teacher via a brief note indicating the activities completed throughout the day as well as class behaviors.

Substitutes are also required to complete a substitute evaluation report form (*see Appendix III*) that must be returned to the building office prior to leaving for the day.

The classroom teacher will also file a written report. The Assistant Superintendent may contact any substitute whereby negative feedback is received.

Classroom Management:

An organized, prepared, and focused teacher is the major component in a well-managed classroom. As a substitute teacher, one should introduce themselves to the class of students and immediately outline your learner objectives. In other words, what it is that you will be teaching, and what it is that you expect them to master at the conclusion of the lesson.

Immediately engaging students in a learning activity is another characteristic of a well-managed classroom.

Classroom distractions and disruptions diminish as the student's focus and attention is drawn to the learning activity.

Teachers should make every attempt to involve all students in the learning activity by asking questions, providing input, checking for student's comprehension of the learning objective, assisting students with the task at hand, or arranging a peer tutor within the classroom.

Substitute teachers need to move about the classroom to ensure that students are engaged in the activity and to assist when necessary.

It is not acceptable teacher behavior to assign students an assignment then position oneself behind the teacher's desk and await the end of the period.

Substitute teachers are expected to contact the office if a student exhibits blatantly disrespectful or defiant behaviors. Never send a student out to the hallway in an unsupervised setting as a disciplinary measure. Students **must** be supervised **at all times!**

Parent Contact/Communications:

Substitute teachers should not contact parents to discuss student achievement or discipline. The classroom teacher and/or building administrator are responsible for communicating with parents.

Long-term substitutes should work through the building administrator when communicating with parents.

If a parent drops by your classroom while you are substitute teaching:

1. Introduce yourself as the substitute
2. Ask the parent for their name
3. Inform the parent that you will include their name in your note to the teacher

NOTE: Do not tell the parent that the regular classroom teacher will call them. The regular classroom teacher will be responsible for contacting the parent by the most appropriate means of communication (*i.e. email, note, phone call, etc.*).

Computer Usage:

Substitute teachers are expected to use their own credentials (ID: first initial last name; Password: FestusTigers1) for the use of district computers. Please do not share those credentials with other substitutes or staff members. Substitute teachers also have a school email address and access to a school google drive account (last name first name@festusedu.com Password: FestusTigers1). The email and google account will be activated after the first time you substitute for the district.

Cell Phone Usage:

Substitute teachers are not to accept or make cell phone calls during the student contact time. Substitute teachers are required to limit cell phone usage to their lunch or preparation periods when students are not present.

Confidentiality:

Substitute teachers are expected to abide by student confidentiality rights as provided by federal law.

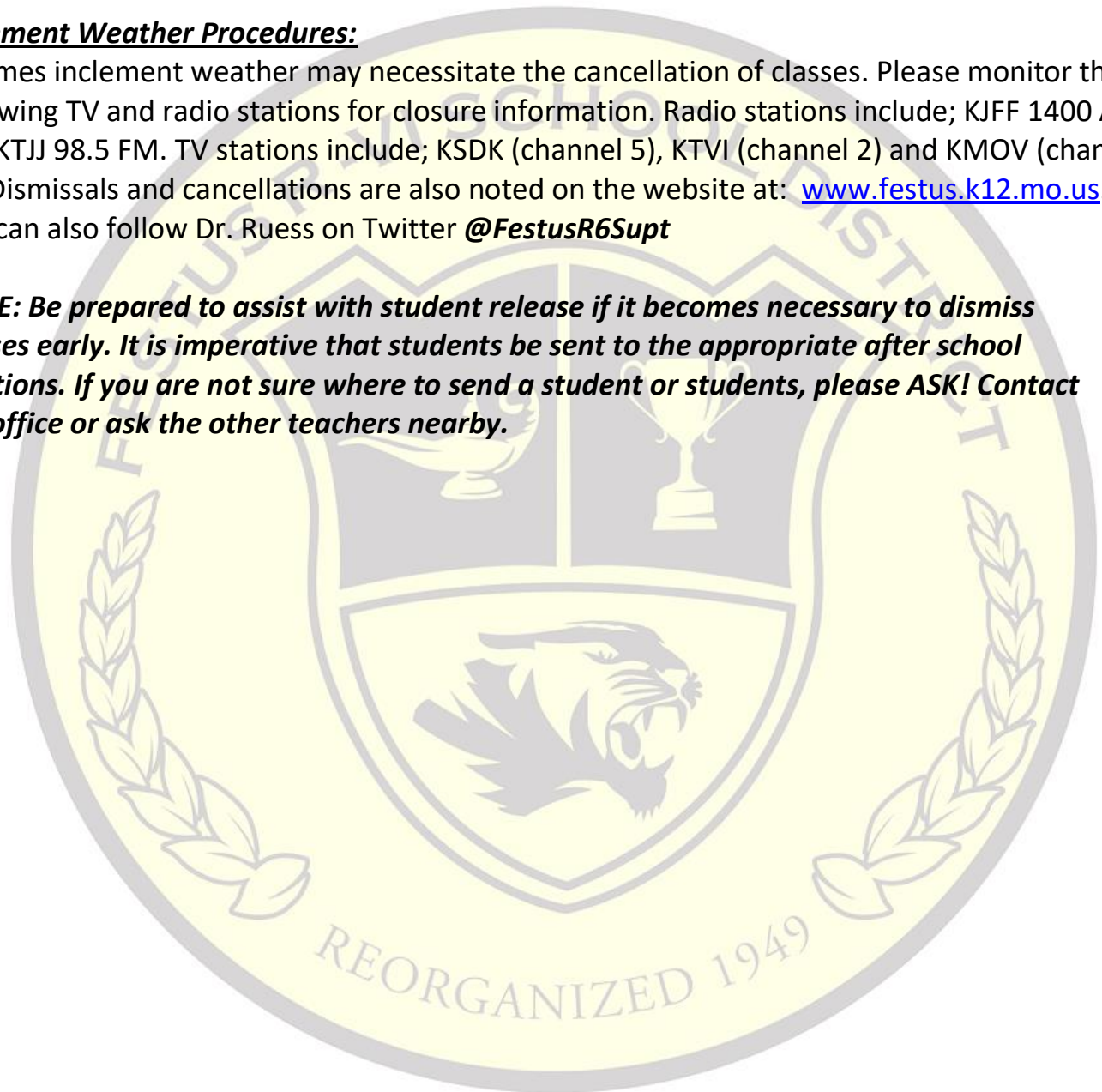
Social Networking/Role Model

All substitute teachers are expected to be role models to students. Be cognizant that content placed on a social networking site whether in written or image form, is viewed by many individuals. Feedback received regarding improper content may impact employment status. Texting, e-friending, etc. any student is inappropriate.

Inclement Weather Procedures:

At times inclement weather may necessitate the cancellation of classes. Please monitor the following TV and radio stations for closure information. Radio stations include; KJFF 1400 AM and KTJJ 98.5 FM. TV stations include; KSDK (channel 5), KTVI (channel 2) and KMOV (channel 4). Dismissals and cancellations are also noted on the website at: www.festus.k12.mo.us. You can also follow Dr. Ruess on Twitter **@FestusR6Supt**

NOTE: Be prepared to assist with student release if it becomes necessary to dismiss classes early. It is imperative that students be sent to the appropriate after school locations. If you are not sure where to send a student or students, please ASK! Contact the office or ask the other teachers nearby.



Festus R-VI School District

Website: www.festus.k12.mo.us

NORMAL INSTRUCTIONAL TIME SCHEDULE:

Students should arrive at school NO EARLIER than FIFTEEN minutes before classes begin:

Early Childhood	(Pre-K)	8:30 a.m. – 11:30 a.m. (M-TH) 12:30 p.m. – 3:30 p.m. (M-TH)
Elementary	(Grades K-3)	8:35 a.m. – 3:30 p.m.
Intermediate	(Grades 4-5)	8:35 a.m. – 3:30 p.m.
Intermediate	(Grade 6)	7:45 a.m. – 2:35 p.m.
Middle School	(Grades 7-8)	7:35 a.m. – 2:25 p.m.
Senior High	(Grades 9-12)	7:40 a.m. – 2:37 p.m.

Wednesday schedule will be as follows:

Early Childhood	(Pre-K)	8:30 a.m. – 11:30 12:30 p.m. – 3:30
Elementary	(Grades K-3)	9:35 a.m. – 3:30 p.m.
Intermediate	(Grades 4-5)	9:35 a.m. – 3:30 p.m.
Intermediate	(Grade 6)	8:45 a.m. – 2:35 p.m.
Middle School	(Grades 7-8)	8:35 a.m. – 2:25 p.m.
Senior High	(Grades 9-12)	8:40 a.m. – 2:37 p.m.

EARLY RELEASE OR INCLEMENT WEATHER

Elementary	(Grades K-3)	Dismissed at	1:10 p.m.
Intermediate	(Grades 4-5)	Dismissed at	1:10 p.m.
Intermediate	(Grade 6)	Dismissed at	12:10 p.m.
Middle School	(Grades 7-8)	Dismissed at	12:00 p.m.
Senior High	(Grades 9-12)	Dismissed at	12:10 p.m.

The following media will have information about Festus R-VI School Closings

KJFF (1400 AM)	KMOV (Channel 4)
KTJJ (98.5 FM)	KSDK (Channel 5)
	KTVI (Channel 2)