

Phoenix-Talent
School District 4

Code: **GCEA**
Adopted: 12/9/93

Arrangements for Licensed Substitute Staff

The Superintendent shall be responsible for the hiring and assignment of substitute staff.

The hiring of a substitute for longer than 20 consecutive working days shall be approved by the Board.

Substitutes will receive no District fringe benefits and will not be considered as members of the staff for purposes of negotiations or grievances.

Pay for substitutes will be established annually.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

[ORS 342.420](#)

[ORS 342.610](#)

[ORS 342.815](#)

[OAR 581-005-0001](#)

[OAR 584-020-0000](#) to -0045