

Employment of Substitute Teachers

- A. **The NJSBA believes** that an adequate pool of certified substitutes is necessary to districts' ability to provide continuity of instruction and that boards should develop effective strategies to maintain a locally adequate pool of available certified substitutes. *[Authority: DA 12/87-1, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR]*

- B. **The NJSBA believes** that frequent replacement of substitutes does not encourage continuity of instruction and that, therefore, state regulations should not place limitations on the number of days that boards can retain a substitute in any one classroom or assignment when, after the executive county superintendent verifies that a reasonable search has failed to secure a properly certified teacher, and the assigned substitute teacher does not hold a standard teaching certificate or does not possess certification in the area of the substitute assignment. *[Authority: DA 12/87-1, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Cross References: 4111 Recruitment, selection and hiring
 4112.2 Certification

Key Words: substitutes