

Regular Meeting
Monday, August 5, 2024 6:30 PM

Teaching & Learning Center, Becker High
School
12000 Hancock Street
Becker, MN 55308

Agenda

1. PROCEDURAL ITEMS
 - 1.A. Call to Order
 - 1.B. Pledge of Allegiance
 - 1.C. Agenda
 - 1.D. Recognition of Visitors and Public Forum
 - 1.E. Presentations
2. REPORTS
 - 2.A. Student Report
 - 2.B. Superintendent's Report
 - 2.C. Committee Reports
3. CONSENT AGENDA
 - 3.A. Minutes: July 8, 2024 Regular School Board Meeting
 - 3.B. Financial Report
 - 3.C. Disbursements
 - 3.D. Personnel
 - 3.E. Designation of Identified Official with Authority (IOwA)
 - 3.F. 24-25 Fundraisers
 - 3.G. Early Childhood Coordinator Contract 24-25
 - 3.H. Community Education Director Contract 23-24, 24-25
4. HEALTH INSURANCE RATES FOR 2023-2024
5. NOVEMBER BOARD MEETING DATE
6. SUBSTITUTE TEACHER PAY RATES
7. SUPERINTENDENT REVIEW DISCUSSION
8. ADJOURN

Board / Committee Meetings 2024

January

S	M	T	W	T	F	S
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7	8	9	10	11	12	13
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28	29	30	31			

3 Finance 7:00 am
3 Facilities 4:30 pm
8 Organizational Meeting 6:30 pm
16 TRAK 5:30 pm CANCELED
17 Policy 6:00 pm CANCELED
22 Activities 7:00 am
22 EC Advisory 6:00 pm
29 Meet & Confer 3:45 pm CANCELED
31 Finance 7:00 am

July

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8 Board Meeting 6:30 pm
17 Policy 6:00 pm CANCELED
31 Finance 7:00 am
31 Facilities 4:30 pm

February

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5 Curriculum 5:00 pm
5 Board Meeting 6:30 pm
12 Activities 7:00 am
14 Policy 6:00 pm RESCHEDULED
15 Wellness 3:00 pm
21 Community Education 3:30 pm
21 Policy 6:00 pm CANCELED
28 Finance 7:00 am
28 Facilities 4:30 pm

August

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5 Board Meeting 6:30 pm
14 Policy 6:00 pm

March

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31						

4 Board Meeting 6:30 pm
13 Policy 6:00 pm RESCHEDULED
18 Activities 7:00 am
19 TRAK 5:30 pm
20 Policy 6:00 pm

September

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4 Finance 7:00 am
4 Facilities 4:30 pm
9 Board Meeting 6:30 pm
18 Policy 6:00 pm
24 Community Education 3:30 pm

April

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3 Finance 7:00 am
3 Facilities 4:30 pm
8 Board Meeting 6:30 pm
17 Policy 6:00 pm
22 Activities 7:00 am
22 EC Advisory 6:00 pm
24 Community Education 3:30 pm

October

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2 Finance 7:00 am
2 Facilities 4:30 pm
7 Board Meeting 6:30 pm
16 Policy 6:00 pm
23 Wellness 3:00 pm
28 Activities 7:00 am

May

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1 Finance 7:00 am
1 Facilities 4:30 pm
6 Curriculum 5:30 pm
6 Board Meeting 6:30 pm
13 Activities 7:00 am
15 Meet & Confer 3:45 pm
15 Policy 6:00 pm CANCELED
21 TRAK 5:30 pm
29 Finance 7:00 am
29 Facilities 4:30 pm

November

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13 Finance 7:00 am
13 Facilities 4:30 pm
18 Board Meeting 6:30 pm
25 Activities 7:00 am

June

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3 Board Meeting 6:30 pm
 12 Policy 6:00 pm Rescheduled
 26 Finance 7:00 am
 26 Facilities 4:30 pm
 26 Policy 6:00 pm

December

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29	30	31				

2 Board Meeting 6:30 pm
 11 Policy Meeting 6:00 pm



ISD #726
Becker Public Schools



A LEGENCE Company

Weekly Update

August 2nd, 2024

Intermediate

Week Ending August 2nd, 2024

- Lighting installation ongoing
- Mechanical/Electrical/Sprinkler/Fire Alarm/Controls/Hydraulics rough in ongoing
- Mechanical insulation ongoing
- Interior wall/Soffit framing finished
- Acoustical ceiling grid install ongoing
- Taping/Sanding/Painting ongoing
- Miscellaneous wall patching ongoing
- Site clean-up ongoing
- Fire stopping penetrations ongoing
- Floor demo/patching ongoing

Upcoming Activities

- Mechanical/Electrical/Sprinkler/Fire Alarm/Controls/Hydraulics rough in ongoing
- Taping/Sanding/Painting ongoing
- Mechanical insulation ongoing
- HVAC/Electrical/Sprinkler/Fire Alarm/Hydraulics finishes
- Acoustical ceiling grid install ongoing
- Miscellaneous wall patching ongoing
- Wall/Floor tile upcoming
- Area A turnover
- Firestopping inspection upcoming
- Flooring installs upcoming



ISD #726
Becker Public Schools



A LEGENCE Company
Weekly Update

August 2nd, 2024





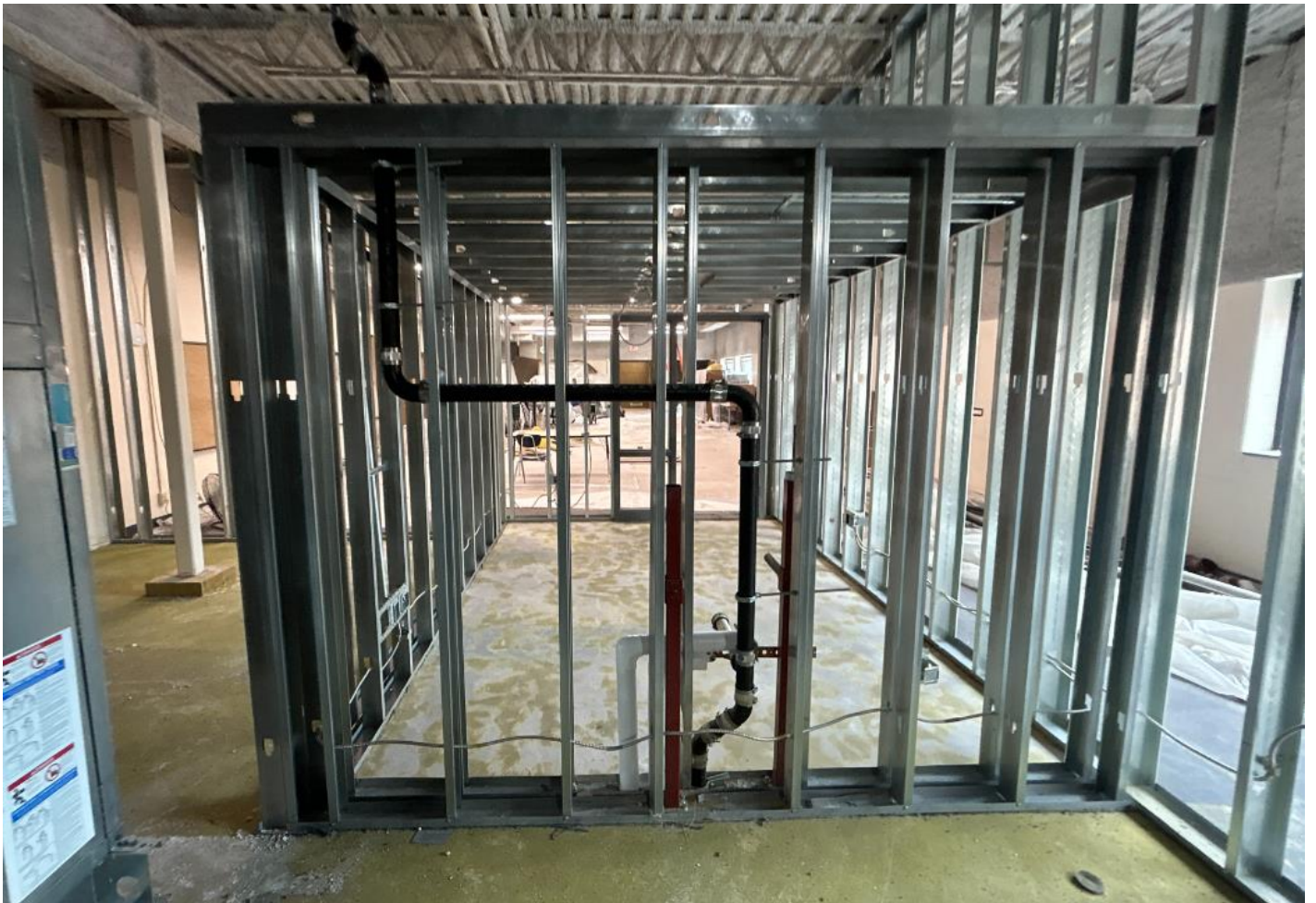
ISD #726
Becker Public Schools



A LEGENCE Company

Weekly Update

August 2nd, 2024



Chair Jurek called the regular meeting of the School Board of District #726 to order on the 8th day of July, 2024 at 6:30 p.m. in the Teaching & Learning Center.

Roll Call.

Members present: Troy Berning, Ryan Hubbard (attending remotely), Connie Robinson, Corey Stanger, Pete Weismann

Members absent: Aaron Jurek

Others present: Jeremy Schmidt, Superintendent
Kevin Januszewski, Director of Business Services

CITIZEN COMMENTS: None

PRESENTATION: Cabinet Members Annual Update

REPORTS/UPDATES:

- Superintendent
- Committee Meeting Updates: Policy, 284 Negotiations, Finance

SUMMARY OF CLOSED SESSION FROM JUNE 3, 2024 REGULAR SCHOOL BOARD MEETING: The governing body of a public employer may by a majority vote in a public meeting decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections [179A.01](#) to [179A.25](#).

Motion by Corey Stanger, seconded by Pete Weismann, to *Approve the Consent Agenda* as presented:

CONSENT AGENDA

MINUTES FROM THE JUNE 3, 2024 REGULAR SCHOOL BOARD MEETING

DISBURSEMENTS – in the amount of \$3,189,589.24

PERSONNEL

Name	Status	Job Title	Location	Effective
Arrigoni, Ruth	Resignation	Breakfast Cashier/Asst. Cook	PS	6/5/24
Barthel, Emily	Extracurricular	JV Girls Soccer Coach	HS	08/12/24

Beehler, Alyssa	Change in Assignment	Special Education Paraprofessional	IS (was MS)	08/26/24
Bistodeau, Abigail	New	1st Grade Teacher	PS	8/26/24
Bjornstad, Derek	Extracurricular	Summer Weight Room Supervisor	HS	6/10/24 - 8/2/24
Carmichael, Catarina	New	Speech and Language Pathologist	PS/EEC	8/26/24
Changamire, Arnold	Extracurricular	Head Girls Soccer Coach	HS	8/12/24
Christopherson, Jon	Resignation	AM/PM Bus Driver	Bus Garage	6/11/24
Crowley, Nicholas	ReHire	HS English/Drama	HS	8/26/24
Deppa, Lacey	End of Assignment	Special Education Paraprofessional	PS	6/5/24
Dunlap, Ashley	New	Special Education Teacher	PS	8/26/24
Eilers, Yvonne	Resignation	Cashier	PS	6/3/24
Ely-Kotaska, Sheila	New Assignment	Data Specialist / EL Teacher	District-Wide	8/16/24
Henry, Taylor	New	1st Grade Teacher	PS	08/26/24
Hodges, Stacy	Resignation	Camp Opportunity Lead	Camp Opportunity	8/5/24
House, Kelsey	Resignation	ECSE Paraprofessional / Freeplay Supervisor	PS	06/03/24
Kivisto, Ashley	New	Sibling Care Attendant	EEC	8/26/24
Klimmek, Russ	Extracurricular	9th Grade Football Coach	HS	8/12/24
Kothrade, Kelly	New	Food Service Worker	MS	08/26/24
Listul, Barb	Resignation	Camp Opportunity Lead	Camp Opportunity	8/2/24
Lundeen, Anicca	Resignation	Head Girls Lacrosse Coach	HS	5/30/24
Lundeen, Mike	Resignation	JV Girls Lacrosse Coach	HS	5/30/24
Murphy, Angela	New Assignment	Reading Interventionist (was First Grade Teacher)	IS	8/26/24
Otto, Josh	Resignation	Business Teacher	HS	6/10/24
Otto, Josh	Resignation	Coach, Multiple Sports	HS	6/30/24
Rasmussen, Austin	Resignation	Middle School Wrestling Coach	MS	6/17/24
Reich, Vicki	New	Food Service Worker	IS	8/26/24

Sieg, Mike	Resignation	AM/PM Bus Driver	Bus Garage	6/12/24
Simon, Kristina	Resignation	Business Teacher	HS	6/5/24
St. Denis, Jaime	Resignation	JV Girls Soccer Coach	HS	6/20/24
Struffert, Katelynn	New	Camp Opportunity Asst.	Camp Opportunity	6/17/24
Stueve, Stacy	New Assignment	Small Wonders Paraprofessional	EEC	8/26/24
Weege, Dustin	Resignation	Asst. Wrestling Coach	HS	3/3/24

HANDBOOKS: *Schools, Activities, Coaches, Community Education*

ANNUAL WELLNESS REPORT, *as presented*

ADMINISTRATOR'S CONTRACT 24-25, *as presented*

CHILD CARE COORDINATOR CONTRACT 24-25, *as presented*

Motion carried unanimously.

Motion by Pete Weismann, seconded by Ryan Hubbard, to **Accept a Resolution Accepting Donations:**

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: "The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education."; and

WHEREAS, Minnesota Statutes 465.03 provides: "Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full."; and

WHEREAS, every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full;

THEREFORE, BE IT RESOLVED, that the School Board of Becker, ISD 726, gratefully accepts the following donations as identified below:

DONOR	PROGRAM	AMOUNT
Becker Lions Club	Softball	\$5,000.00
Byers, Y	GSA	\$25.00
CentraCare Foundation	Better Together Event	\$11,252.90
Clear Lake Lions	Softball	\$10,000.00
Clear Lake Lions	Deca Club	\$2,000.00
Frerich, Justin & Ann	Marching Band	Honor Guard Equipment

Liberty Diversified Int'l	Intermediate Art Department	\$1,000.00
Sauer, Angie	Marching Band	\$200.00

The vote on adoption of the Resolution was as follows:

Aye: Troy Berning, Ryan Hubbard, Connie Robinson, Corey Stanger, Pete Weismann

Nay: None

Absent: Aaron Jurek

Motion carried unanimously.

Motion by Troy Berning, seconded by Corey Stanger, ***To Approve a Resolution Establishing Dates for Filing Affidavits of Candidacy.*** Motion carried unanimously.

Motion by Pete Weismann, seconded by Corey Stanger, to ***Approve the Minnesota State High School League Application for Cooperative Sponsorship for Alpine Ski.*** Motion carried unanimously.

Motion by Corey Stanger, seconded by Troy Berning, to ***Approve Policy Reviews,*** as presented:

- 102 Equal Educational Opportunity
- 413 Harassment and Violence
- 416 Drug, Alcohol and Cannabis Testing
- 418 Drug-Free Workplace/Drug-Free School
- 419 Tobacco-Free Environment
- 503 Student Attendance
- 509 Enrollment of Nonresident Students
- 512 School-Sponsored Student Publications and Activities
- 514 Bullying Prohibition
- 516 Student Medication and Telehealth
- 521 Student Disability Nondiscrimination
- 532 Use of Peace Officers and Crisis Teams to Remove Students with IEPs From School Grounds
- 560 Use of Multimedia in the Classroom
- 601 School District Curriculum and Instruction Goals
- 602 Organization of School Calendar and School Day
- 603 Curriculum Development
- 604 Instructional Curriculum
- 605 Alternative Educational Services
- 608 Instructional Services – Special Education
- 609 Religion and Religious and Cultural Observances
- 611 Home Schooling

- 613 Graduation Requirements
- 614 School District Testing Plan and Procedure
- 615 Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students
- 616 School District System Accountability
- 619 Staff Development for Standards
- 620 Credit for Learning
- 624 Online Instruction
- 707 Transportation of Public School Students
- 708 Transportation of Nonpublic School Students
- 709 Student Transportation Safety Policy
- 727 Asset Protection
- 801 Equal Access to School Facilities
- 802 Disposition of Obsolete Equipment and Material

Motion carried unanimously.

The meeting was *adjourned* at 7:39 p.m.

Aaron Jurek, Chair

Pete Weismann, Clerk

Recorder: Angela Oswald

BECKER PUBLIC SCHOOLS
MONTHLY FINANCIAL REPORT
July 2024

EXPENDITURES

Fund	2023-24 Budget	July 2024	2023-24 Year-to-Date	Remaining Budget	% Spent
General	41,661,884	1,452,230	1,452,230	40,209,654	3.49%
Food Service	2,578,924	16,225	16,225	2,562,699	0.63%
Community Service	1,934,483	64,659	64,659	1,869,824	3.34%
Debt Service	3,818,538	252,769	252,769	3,565,769	6.62%
	\$ 49,993,829	\$ 1,785,883	\$ 1,785,883	\$ 48,207,946	3.57%

Name	Status	Job Title	Location	Effective
Behrenbrinker, Cloey	Change in Position	Camp Opportunity Lead (was Assistant)	Camp Opportunity	7/22/24
Bertrand, Ashley	New	FACS Teacher	HS	08/26/24
Chaisson, Trysha	New	Special Education Paraprofessional	IS	08/26/24
Dimich, Jade	New	Camp Opportunity Lead	Camp Opportunity	08/19/24
Dockendorf, Joe	New	Long Term Substitute: Grade 6 ELA	MS	8/26/24
Doss, Josh	Resignation	JV Boys Basketball Coach	HS	7/29/24
Doss, Josh	Resignation	7th Grade Football Coach	MS	7/29/24
Fischbach, John	New	AM/PM Bus Driver	Bus Garage	7/29/24
Fladebo, Alyssa	New	Special Education (SLD) Teacher	IS	8/26/24
Geiger, Sara	Change in Position	Special Education Paraprofessional	PS (was PS/IS)	8/26/24
Hales, Lillian	New	Special Education Paraprofessional	PS	8/26/24
Hanson, Logan	Extracurricular Position	8th Grade Boys Basketball Coach	MS	1/2/25

Name	Status	Job Title	Location	Effective
Hendrick, Hannah	Resignation	Camp Opportunity Lead	Camp Opportunity	7/23/24
Kothrade, Kelly Jo	New	AM/PM Bus Driver	Bus Garage	07/30/24
Kral, Jesse	Extracurricular Position	7th Grade Boys Basketball Coach	MS	1/2/25
Martell, Corey	Resignation	8th Grade Volleyball Coach	MS	07/18/24
Marx, Kyanna	Resignation	8th Grade Volleyball Coach	MS	7/18/24
Midas Sue	Resignation	Science Teacher	HS	7/19/24
Muellner, Brad	Resignation	7th Grade Football Coach	MS	07/18/24
Nuest, Cory	New	Business Teacher	HS	8/26/24
Reibel, Scott	Extracurricular Position	Asst. Football Coach	HS	8/12/24
Rose, Dean	End of Assignment	Asst. Cook	IS	6/5/24
Saliterman, Adrienne	New (additional) Assignment	Special Education Paraprofessional (also Camp Opportunity)	MS	8/26/24
Senger, Lisa	New	Special Education Paraprofessional	PS	8/26/24

Name	Status	Job Title	Location	Effective
Simon, Kristina	New	.5 Reading Interventionist	HS	8/26/24
Struffert, Katelynn	Change in Position	Camp Opportunity Lead (was Assistant)	Camp Opportunity	6/30/24
Uittenbogaard, Kathryn	New	Business Teacher	HS	8/26/24
Volk, Kari	Resignation	Camp Opportunity Lead	Camp Opportunity	8/13/24
Walter, Nancy	Resignation	Special Education Teacher	HS	7/25/24

BECKER PUBLIC SCHOOLS

12000 Hancock Street

9585



Jeremy Schmidt, Superintendent

Phone: 763-261-4502

Becker, MN 55308-

jschmidt@isd726.org

Education Identity and Access Management Board Resolution

The Minnesota Department of Education (MDE), Professional Educator Licensing Standards Board (PELSB), and Office of Higher Education (OHE) require annual designation of an Identified Official with Authority (IOwA) for each local educational agency that uses the Education Identity and Access Management (EDIAM) system. The IOwA is responsible for authorizing, reviewing, and recertifying user access for their local educational agency in accordance with the State of Minnesota Enterprise Identity and Access Management Standard, which states that all user access rights to Minnesota state systems must be reviewed and recertified at least annually. The IOwA will authorize user access to State of Minnesota Education secure systems in accordance with the user's assigned job duties, and will revoke that user's access when it is no longer needed to perform their job duties.

Your school board or equivalent governing board must designate an IOwA to authorize user access to State of Minnesota Education secure websites for your organization. This EDIAM board resolution must be completed and submitted to the Minnesota Department of Education annually, as well as any time there is a change in the assignment of the Identified Official with Authority.

It is strongly recommended that only one person at the local educational agency or organization (the superintendent or exec. director) is designated as the IOwA. The IOwA will grant the IOwA Proxy role(s).

Designation of the Identified Official with Authority for Education Identity and Access Management

Organization Name: Becker Public Schools

6-Digit or 9-Digit Organization Number: 0726-01

Superintendent: Dr. Jeremy Schmidt

Will act as the IOwA? Yes

The Superintendent recommends the Board authorize the below named individual(s) to act as the Identified Official with Authority (IOwA) for this organization:

Print Name: Dr. Jeremy Schmidt

Title: Superintendent

Board Member Signature:

Name: _____

Date: _____

Once the EDIAM Board Resolution is completed, scan and email it to: useraccess.mde@state.mn.us

BECKER PUBLIC SCHOOLS
Fund Raisers
June 30, 2024

Organization	Type of Fundraiser	Advisor	Dates Held	Purpose of Fundraiser
Becker Dance Team	Concessiona	Nadia Fischer-Danzeisen & Melissa Dumonceaux	Sept. 10, 23-Sept. 24, 23	Uniforms & Team expenses
Becker Dance Team	Homecoming Camp	Nadia Fischer-Danzeisen & Melissa Dumonceaux	Sept. 25, 23-Sept. 29, 23	Uniforms & Team expenses
5th Grade	Can Collecting	Tom Uecker	Sept. 23-May 24	Offset Valley Fair field trip
Intermediate Media Center	Book Fair	Karen Landsverk	Sept. 23-May 24	Purchase Library Books
Becker Boys Soccer	White-out Clothing fundraiser	Nick Crowley	Aug. 1, 23-Sept. 11, 23	Soccer equipment & team events
Becker Boys Soccer	Scarf fundraiser	Nick Crowley	Sept. 23-Aug. 23	Soccer equipment & team events
Blue Line Club	Halloween Party	Jenny Johnson & Erika Rusin	Oct. 28, 23	Transportation, Coaches & uniforms
Becker Band & Choir	Chocolate bar fundraiser	Gretchen Bordson & Justin Frerich	Sept., 23-Oct., 23	Offset cost for trip NYC
Becker Band & Choir	Wreath fundraiser	Gretchen Bordson & Justin Frerich	Oct., 23-Nov., 23	Offset cost for trip NYC
Becker Dance Team	Push Save Digital Coupons	Nadia Fischer-Danzeisen & Melissa Dumonceaux	July 20, 23-July 27, 23	Uniforms & Team expenses
Becker Dance Team	Cub Foods Bagging	Nadia Fischer-Danzeisen & Melissa Dumonceaux	Sept., 23-May 29, 24	Uniforms & Team expenses
Becker Marching Band	Flower/Vegetable Sale	Justin Frerich	April 8, 24-April 26, 24	Bussing & parade registrations
Becker Marching Band	Snap Raise	Justin Frerich	April 2, 24-April 30, 24	Bussing & parade registrations
Becker Marching Band	Donations	Justin Frerich	April 15, 24-June 29, 24	Equipment & offset cost of Valley Fair trip
Becker Boys Basketball	Snap Raise	Cory Nuest	12/4/23	Equipment, uniforms & practice jerseys
Becker Dance Team	Homecoming Camp	Nadia Fischer-Danzeisen & Melissa Dumonceaux	Sept. 25, 23-Sept. 29, 23	Uniforms & Team expenses

Early Education Coordinator

7/3/24

	Total Salary	Sal Inc %	Total Benefits	District Cost	Cost Inc %
2023-24	\$69,000		\$24,167	\$93,167	
2024-25	\$73,600	6.67%	\$25,544	\$99,144	6.42%
				Average	6.42%

Community Ed Director

7/24/24

	Total Salary	Sal Inc %	Total Benefits	District Cost	Cost Inc %
2022-23	\$84,189		\$39,701	\$123,890	
2023-24	\$92,900	10.35%	\$39,781	\$132,681	7.10%
2024-25	\$92,900	0.00%	\$39,781	\$132,681	0.00%
		10.35%			7.10%
				Average	3.55%

Becker Public Schools - Monthly Health Insurance Premiums

	\$15 Co-Pay		\$20 Co-Pay		H.S.A. \$1,650/\$3,300		H.S.A. \$4,000/\$8,000	
	Single	Family	Single	Family	Single	Family	Single	Family
2023-24	\$1,067	\$2,667	\$1,034	\$2,585	\$831	\$2,078	\$670	\$1,674
Increase	\$267	\$667	\$259	\$646	\$208	\$520	\$67	\$167
2024-25*	\$1,334	\$3,334	\$1,293	\$3,231	\$1,039	\$2,598	\$737	\$1,841

*Plan Year is Oct. 1, 2024 through Sept. 30, 2025

Becker Public Schools - Monthly Dental Insurance Premiums

	Single	Family
2023-24	\$33.65	\$101.05
Increase	\$5.05	\$15.15
2024-25	\$38.70	\$116.20

Becker Public Schools Substitute Teacher Pay Structure

Short-Call Substitute:

Definition: A short call substitute teacher is one who teaches on a day-to-day basis, not to exceed 20 consecutive days replacing the same teacher. A short call substitute teacher shall hold a Minnesota license or short call substitute license. These licenses are valid for functioning as a short call substitute teacher at all grade levels in all fields.

Daily Rate of Pay: Short call substitutes who work 90+ full days in a school year, will move to the Tier 2 sub rate in the subsequent school year. If that sub does not work 90+ days in that subsequent school year, they will move back to Tier 1 rate in the following year.

For example, at the end of each school year, the District will run a report on how many full days each sub worked. This number will determine which Tier that sub will be paid in the subsequent school year.

- **Tier 1:** \$180/day
 - First year subs
 - Subs who did not work 90+ full days in the previous school year
- **Tier 2:** \$200/day
 - Retired Teachers
 - Teachers who did not retire from Becker Public Schools must provide the HR office with documentation stating the school district they retired from, prior to receiving the Tier 2 pay.
 - Subs who worked 90+ full days in the previous school year

Other Benefits: Will receive 1 hour of Earned Sick and Safe Time time for every 30 hours worked.

Long-Call Substitute:

Definition: A long-call substitute teacher is one who replaces the same teacher for 21 or more consecutive days. In most cases, these subs would apply for an open long-call substitute position and be responsible for grading, lesson planning, etc. An exception to the consecutive days would be if the position is for an approved intermittent leave of absence for a single teacher, and will last for more than 21 days. The sub would receive the long-call sub rate only when subbing for the teacher on the intermittent leave of absence.

If the long-call substitute is absent for more than 5% of the days in their assignment, and/or they no longer reach the 21+ days required for the long-call substitute pay, their pay may be adjusted to the short-call sub rate.

Long-call substitute teachers shall hold an entrance or continuing license for each licensure area taught or a variance must be approved by the Department of Education.

Daily Rate of Pay:

- Placed on Salary Schedule at BA + years of experience
 - Assigned to the same teacher for 21+ days

Other Benefits: Will receive 1 hour of Earned Sick and Safe Time for every 30 hours worked.

Long-Term Substitute:

Definition: Subs who are assigned to a single teacher for the entire school year.

Daily Rate of Pay:

- Placed on the salary schedule with steps/lanes.

Other Benefits:

- Eligible for time-off, insurance benefits, etc., according to the Master Agreement.

**If a substitute begins an assignment as a daily sub and the assignment is extended due to a change in an approved leave, or another circumstance, that teacher will receive retro pay back to day 1 for any additional compensation owed to the teacher.*