

NON-CERTIFIED TEACHER REPLACEMENTS - POLICY -

The Board recognizes that from time to time teachers are absent from school. When this occurs, a replacement must be hired to ensure that there is a minimum disruption of student learning and adequate supervision in the classroom. Whenever possible, the replacement will be a certified Teacher Teaching on Call with the required qualifications for the vacant position.

On rare occasions there may be no certified Teachers Teaching on Call available. In that event, Principals may hire a non-certified teacher replacement.

1. The priority for hiring a non-certified teacher replacement is as follows:
 - a) Non-BC certified teachers (including teachers who have a teaching degree, but do not hold current certification status, e.g., retired teachers who have not kept up their certification, or out-of-province/international teachers who have never applied for or received BC certification).
 - b) University students registered in a recognized teacher education program.
 - c) Other appropriately responsible adults in a proctor/supervisory role.
2. All non-certified teacher replacements must undergo a criminal record check, through the BC Criminal Record Review Program.
3. All non-certified teacher replacements must be under the supervision of the principal or his/her designate.
4. Non-certified teacher replacements with a 4 year degree or higher will be paid a daily rate of \$175 inclusive of vacation pay, statutory holiday pay and all benefits.
5. Non-certified teacher replacements without at least a 4 year degree will be paid a daily rate of \$125 inclusive of vacation pay, statutory holiday pay and all benefits.
6. Non-certified teacher replacements who have applied for a Letter of Permission from the Teacher Regulation Branch and who are working in a posted position will be paid a daily rate of \$200 inclusive of vacation pay, statutory holiday pay and all benefits.