



PERSONNEL: Temporary Employment

Substitute Teachers

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) recognizes the need to employ substitute teachers to perform classroom management and instructional responsibilities in the absence of the assigned classroom teacher.
- B. The Board believes that effective substitute teachers make a significant contribution to the school program and that every effort should be made to employ the best qualified substitute teachers.

II. Standards

- A. The Superintendent shall employ substitute teachers when appropriate to provide continued instruction when classroom teachers are absent.
- B. Substitute teachers shall follow all applicable Board Policies and Superintendent's Rules concerning employee obligations and conduct.

III. Implementation

- A. The Board directs the Superintendent to develop appropriate rules and procedures to implement this policy including programs for training, assigning, orienting, and evaluating the work of substitute teachers.

Legal Reference: *Annotated Code of Maryland, Education Article §6-113, Hiring Prohibition for Individuals Convicted of Sexual Crimes or Crimes of Violence*

Related Policies: Board of Education Policy 4002, *Obligations of Employees of the Board of Education of Baltimore County*
Board of Education Policy 4003, *Recruitment and Selection*
Board of Education Policy 4100, *Employee Conduct and Responsibilities*

Policy
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Revised: 06/08/78
Revised: 01/12/10
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Revised: 05/05/15

Board of Education of Baltimore County