

## Addendum to the Letters of Agreement

Letters of agreement are attached to, but not a part of, this Contract. They are not subject to grievance procedures procedure.

### A. Full Time Substitutes(Long Term Substitutes)

Full-time substitute teachers (in same position forty-five (45) continuous days) shall receive the fringe benefits accorded regular teachers in the contract with the exception of child-rearing leave and shall be paid at Step 1, Bachelors column, **prorated for the number of days for the assigned placement. When necessary for high demand areas of certification, the Superintendent has the ability to offer limited steps or columns based on education and experience.** For substitute teachers employed for the full year, tuition reimbursement shall be paid at the beginning of the next year provided that the eligible teacher is employed in a full-time position for the full year. If a substitute teacher is not reimbursed because he/she is not expected to be employed for the full year and is employed by the District as a full-time substitute teacher in that year, the reimbursement shall be made at the end of the year.