

the style and the type of protective gear to be used. Any employee who receives protective gear shall be responsible for such items and shall sign for receipt of the item in acceptable condition. All items of protective clothing shall remain the property of the Board and shall only be worn while working on an assigned school job. All issued items of protective clothing shall be inspected by the employee prior to each use. All damaged protective items and clothing must not be used and reported to the immediate supervisor and/or his/her designee.

- E. Protective Safety Glasses: The Board shall provide prescription safety glasses, only to custodial employees that need prescription glasses. No more than one pair per year shall be purchased for any individual employee. Quality of the safety glasses shall be determined by the School District.
- F. Tools: The District will furnish, without cost to the employees, tools considered necessary by the District for the employee to perform their normal duties. Any replacement of hand tools deemed necessary by the District will be furnished by the District without cost to the employee, except where loss due to negligence or willful destruction is apparent in which case the employee will be billed for the School District's replacement cost.

8.09 Expenses

Employees required, or approved, by the District to attend conferences, seminars, and inservice training sessions shall not receive reimbursement for travel, lodging, and registration unless prior approval has been received.

8.10 Substitutes for Teachers

Instructional Assistants/Special Education Assistants, with teacher licensure or substitute licensure, assigned to substitute for an absent teacher for one class period or more will be paid an additional **ten dollars (\$10.00) per hour** ~~five dollars (\$5.00) per class period~~ for time spent substituting for a teacher during the teacher's absence. Instructional Assistants/Special Education Assistants who have equivalent hours to fulfill substitute teaching licensure requirements, but who also attend a non-Wisconsin university and thus cannot get a substitute license, also qualify. By definition, teaching assistants who do not hold teaching or substitute certificates are not qualified teachers and shall not be required, permitted nor authorized to take the place of a teacher for the purpose of instructing students during times that a qualified substitute for that teacher could reasonably be expected to be hired. This provision does not preclude teaching assistants from being assigned to student(s) supervision responsibilities, for example, monitoring a study hall. An instructional assistant/special education assistant receiving compensation under this section is ineligible for the per diem substitute teacher pay.

SECTION 9. JOB RELATED TRAINING AND LICENSURE

9.01 In-Service Training

The district within its discretion may provide appropriate paid in service training to each employee.

9.02 License Renewal Reimbursement for Special Education Assistants

Special education assistants who have been employed by the District as a special education assistant for at least five years and who are required by the District and by the Department of Public Instruction to possess a DPI Special Education Aide License #883 shall be reimbursed by the District for the cost of renewal of the #883 license. The reimbursement shall occur at the time of the DPI's approval of the special education assistant's application for license renewal. The reimbursement is not applicable if the special education assistant has worked less than five years with the District.

Colby School District

Teacher Substitute Pay Schedule

CATEGORY	WAGE
Short-Term Per Diem Substitute (School Lunch Included)	\$125/Day
AFTER 20 Days (In a School Year)	\$135/Day
AFTER 40 Days (In a School Year)	\$145/Day
Retired Colby School District Teacher AFTER 20 Days (In a School Year) AFTER 40 Days (In a School Year)	\$145/Day \$155/Day \$165/Day
Long-Term Per Diem Substitute (If employee works more than ten (10) days in the same position, then the long-term rate applies beginning with the first day, unless the nature of the assignment is known in advance, in which case payment will begin on first day.)	\$227 /Day
6 th -12 th Grade Teacher Substituting in a Classroom	\$20.00/1-30 Minutes \$40.00/31-60 Minutes
PreK-5 th Grade Teacher Substituting in a Classroom* *Teacher doubles up classrooms with additional students for staff absences when a sub is unavailable.	\$40.00/More than 30 Minutes \$75.00/More than 4 Hours
Homebound or Alternative Site Instruction	\$27/Hour
Voluntary Assignment During Lunch Period	\$18/Hour
Instructional Assistants/Special Education Assistants, with teacher licensure or substitute licensure, assigned to substitute for an absent teacher for one class period or more during the teacher's absence. Instructional Assistants/Special Education Assistants who have equivalent hours to fulfill substitute teaching licensure requirements, but who also attend a non-Wisconsin university and thus cannot get a substitute license, also qualify.	Additional \$10/Hour (In addition to regular hourly wage)