



**POLICY 3.85**

- 5-C** I recommend that the Board approve development of the proposed revised Policy 3.85, to be renamed “Employment of Substitute Teachers, Teachers of Adult Education, and Nondegreed Teachers of Career Programs.”

[Contact: Pat Kaupe, PX 48043.]

**Development**

**CONSENT ITEM**

- The initiative to revise this Policy originated with the Director of Recruitment and Retention, as to changing the 60-hour college-credit requirement to 30 hours for nondegreed substitute teachers (see line 11). Other updates were included for consistency with current law and practice.
- Statutory citations and terminology are also updated.

POLICY 3.85

**EMPLOYMENT OF SUBSTITUTE TEACHERS, PART-TIME TEACHERS OF ADULT  
EDUCATION, AND VOCATIONAL, AND NONDEGREED VOCATIONAL TEACHERS  
OF CAREER PROGRAMS**

1. The Board authorizes the Superintendent to employ ~~substitute, part-time adult, part-time vocational, and nondegreed vocational teachers,~~ teachers of adult education, and nondegreed teachers of career programs.
2. All the above referenced teachers must file a complete set of fingerprints as stipulated for employment, as required by Fla. Stat. §1012.39.
3. Nondegreed substitute teachers are required to show evidence of a minimum of thirty (6030) semester hours of college credit. Compensation for substitute teachers can be found on the district's website at <http://www.palmbeach.k12.fl.us/Jobs/publications/salaryhandbook.htm>, and that document is incorporated herein by reference.
4. For adult and ~~vocational education~~ career program teachers, as provided by Florida law, a bachelor's degree or the appropriate license and/or verifiable work experience is ~~needed~~ required.
5. ~~Part-time adult and vocational teachers who are employed less than 160 hours per year are permitted to forego certificate requirements. The above-referenced teachers must meet the requirements for their position and follow the employment procedures as set in the Florida Statutes and State Board of Education Rules, including but not limited to Fla. Stat. §§ 1012.24, 1012.35, 1012.39, and 1012.43; and SBER 6A-1.0502, 6A-1.0503, 6A-4.001, 6A-6.010 and 6A-6.014.~~

STATUTORY AUTHORITY: Fla. Stat. §§ ~~120.53, 230.22, 231.001, 231.1725~~ FS 1001.41(2); 1001.43(11); 1012.23(1), 1012.39

LAWS IMPLEMENTED: Fla. Stat. §§ ~~230.23(5), 231.47, 236.0711,~~ FS 1012.22, 1012.35, 1012.39, 1012.24, 1012.43

HISTORY: ~~New: 7/11/90 (replaces previous 3.85 and 3.97);~~ \_\_\_/\_\_\_ 2007

Legal Signoff:

The Legal Department has reviewed proposed Policy 3.85 and finds it legally sufficient for development by the Board.

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Attorney

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Date