
fully-certified in the area of appointment. Such a person shall be paid for the duration of the appointment as if he were permanently employed in the position.

(b) Emergency - This is a short-term appointment of a person emergency-certified for the area of appointment. Such person shall be paid for the duration of the appointment as if he were permanently employed in the area of his full certification.

(3) On-Call Substitutes - A person may be appointed to a position as an on-call substitute. This appointment may be terminated at any time without cause and without advance notice. This appointment only entitles the person to be considered on-call for substitute teaching. If the person is called and accepts the substitute teaching assignment, the person becomes a limited-term appointee to a temporary position for the duration of the assignment.

On-Call Substitutes may be fully-certified or emergency-certified for purposes of assignment to substitute teaching.

(4) Short-term appointees and on-call substitutes are not entitled to employment benefits, except for optional participation in the retirement system, and are entitled to pay only for hours worked, except that assignment for 5 consecutive school days or more (to substitute for the same teacher) shall entitle the person to pay for an 8 hour day beginning on the sixth day if the assignment includes lesson preparation and grading.

904.703 **PERFORMANCE RATING PERIOD FOR SCHOOL-YEAR EMPLOYEES**

Performance evaluations for school year employees shall comply with the current Board/Union agreement for teachers and the Professional Teacher Evaluation Program (PTEP)