

## **Minimum Qualifications and Onboarding Requirements by Role**

### **Long-Term Substitute Teachers**

- Bachelor's degree
- SUB permit
- TB test and Physical are required to Substitute Teach in the State of Illinois
- Fingerprinting
- Kelly internal background check
- Orientation

### **Substitute Teachers / SPED Substitute Teachers\***

- Associate's Degree or 60 college credits
- SUB or STS permit
- SPED Training (*SPED Substitute Teacher only*)\*
- TB test and Physical are required to Substitute Teach in the State of Illinois
- Fingerprinting
- Kelly internal background check
- Orientation

### **Paraprofessionals**

- **ALL PARAS need at least 60 verifiable college credits or a Bachelor's degree. This is for both day to day paras as well as permanent paras.**
- Para Permit
- TB test and Physical are required to Substitute Teach in the State of Illinois
- Fingerprinting
- Kelly internal background check
- Orientation