



August 1, 2025

NOTICE OF VACANCY

POSITION: Long-term Substitute – Grade 1 Elementary Teacher
Anticipated dates: August 25, 2025 through April 2, 2026

LOCATION: Flanders Elementary School

SALARY: Per union contract
This position is anticipated to be over ninety (90) days and is covered by Appendix B of the Southington Education Association contract.

See Appendix B attachment on next page.

QUALIFICATIONS: **CT Certification Required**
305 Elementary, Grades 1 – 6
005 Elementary, Grades 1 – 6
013 Elementary, Grades K – 6

APPLICATION PROCEDURE:

Please submit your application through our website:
<http://www.applitrack.com/southingtonschools/onlineapp>

**Review of applications may begin immediately*

APPLICATION CLOSING DATE: Until filled

**The Southington Public Schools values the contributions a diverse workforce can have on our school community. Therefore, priority status of application screenings and interview opportunities will be given to applications of individuals from racially, culturally and linguistically diverse backgrounds and from persons with disabilities.*

APPENDIX B

LONG-TERM SUBSTITUTES

Teachers who are hired to replace other teachers who will be out on long-term leaves (for example, on disability leave due to maternity, long-term illness) and are hired to substitute for that teacher for sixty (60) days or more will be covered by this Article.

1. Said teacher shall be paid based on the BA first step, on a per diem basis, starting the first day they substitute for the first fifty-nine (59) days of work.
2. From the sixtieth (60th) day forward, said teacher shall be placed on the proper step on the SEA salary schedule according to their degree status and years of experience.
3. If it is known from the first day that the teacher who is to be out of school is to be out ninety (90) days or more, then the teacher, replacing the teacher who is out, shall be placed on the proper step of the SEA salary schedule from the first day of the long-term substitute assignment.
4. Long-term substitute teachers will not be eligible for insurance benefits unless otherwise required by law. In the event that the Board is required by law to make insurance benefits available to any long-term substitute teacher, the long-term substitute teacher shall be required to pay the full costs for such insurance benefits. Notwithstanding any provision of this Agreement to the contrary, such long-term substitutes shall pay for the costs of insurance on a post-tax basis by check, in accordance with procedures to be established by the Board.