



Columbus City Schools - Substitute Teacher FAQs

Substitute teachers are critical to Columbus City Schools, and we know you may have questions and/or concerns about the substitute engagement incentive, start of the new school year, and what a possible strike will mean for you.

Q: What is the substitute teacher engagement incentive?

A: Substitute teachers who work all scheduled student attendance days in a work week will receive an additional \$100 as an incentive for working that week. This incentive is available each week for the six weeks between August 22, 2022 through September 30, 2022.

Q: To be eligible for the \$100 engagement incentive, must I work everyday?

A: Yes, to be eligible for the incentive, you will need to work an assignment during scheduled student attendance days in a work week with no scheduled or unscheduled absences. To receive the incentive the week of August 22, 2022, substitute teachers need to work Monday, August 22, 2022 and Tuesday, August 23, 2022 to prepare for student learning.

Q: If I only work a half-day assignment, will this count toward the incentive as working 1 day in the week?

A: No, this will not count towards the incentive in that week. You must work the full work day.

Q: Will the weekly \$100 engagement incentive be paid out weekly or included in bi-weekly payroll checks?

A: The \$100 engagement incentive will be monitored on a weekly basis, but paid out in bi-weekly payroll checks. All incentives will be approved by the building administrators and sent to payroll for processing. All incentives will be paid according to the standard payroll processing schedule.

Q: Are building substitute teachers eligible for the engagement incentive?

A: Yes, building substitutes are eligible for the engagement incentive and will need to work an assignment during scheduled student attendance days in a work week with no scheduled or unscheduled absences.

Q: Are day-to-day substitute teachers eligible for the engagement incentive?

A: Yes, day-to-day substitutes are eligible for the engagement incentive and will need to work an assignment during scheduled student attendance days in a work week with no scheduled or unscheduled absences.

Q: What are my work expectations on August 22, 2022, if the district is preparing for in-person learning?

A: Building substitute teachers will report onsite to their designated building. Day-to-day substitutes can pick up assignments to provide coverage for absences and vacancies in Red Rover.

Q: Will student learning occur if CEA goes on strike?

A: Absolutely. The Board is fully prepared to provide students with an education through synchronous and asynchronous online learning. Our school community has extensive experience with remote instruction gained over the past two years. To ensure safety, the District's buildings will be closed to students and community members if CEA decides to strike.

Q: If CEA decides to strike, am I eligible to strike?

A: No, building substitute and day-to-day substitute classifications are not members of the bargaining unit. Substitute assignments will be available in Red Rover to pick up.

Q: Can I choose to work instead of participating in a strike?

A: Substitutes will have assignments, please check Red Rover or contact Substitute Services.

Q: If I decide to work, where will I be working?

A: Substitutes will perform all assigned work remotely from home using their District-provided technology.

Q: How will I receive instructions or directions on the curriculum to deliver to students?

A: Building administrators will provide instruction for the class you are teaching.

Q: What are the hours I will be working?

A: Work schedules are based on the school bell schedules (school start and stop times). Assignments in Red Rover will include bell schedules so you will know what time to report and end your assignment.

Q: What if I need technology and materials to work remotely?

A: Technology and materials will be available for substitute teacher staff to pick up the week of August 15 at their schools. Please feel free to contact your building administrator directly to schedule a date and time to pick up technology and any additional materials.

Q: What do I do if I feel like I'm being bullied or harassed for my decision?

A: Please contact the District's compliance manager at complianceofficer@columbus.k12.oh.us or 614-365-5143.

Q: If the teachers do not strike, will substitute teachers still receive the engagement incentive?

A: Yes, the incentive is in place to support recruitment and retention of substitute teachers, and prioritize continuity of instruction in the classroom.