



ANCHORAGE INDEPENDENT
SCHOOL DISTRICT

CONTRACT FOR EMPLOYMENT
SUBSTITUTE

This contract is entered into this **[User.HireDate]**, by and between the **ANCHORAGE INDEPENDENT SCHOOL DISTRICT** whose address is 11400 Ridge Road, Anchorage, Kentucky 40223 (the "District") and **[User.FirstName] [User.LastName]**, whose address is [Custom.City], [Custom.State], (the "Substitute").

The district agrees to employ the substitute subject to the following terms and conditions:

1. Duties and Term

The duties to be performed shall commence on the first day required by the school calendar adopted or amended by the District and approved by the State Department of Education for the school year. These duties include any days that the Substitute is called to work. This contract will terminate at the end of the required workday, or no later than the fiscal year ending **June 30, 2026**, whichever occurs first, unless terminated by the Superintendent/Board or Substitute.

2. Services to Be Performed

The Substitute agrees to perform duties as required by the Kentucky Revised Statutes, the State Board of Education and the District's lawful rules and regulations. The Substitute will follow the directions of the immediate supervisor and comply with all Board policies and procedures.

3. Compensation

In consideration of the services provided, the Substitute shall be paid in accordance with the salary schedule adopted by the District, which is in compliance with the State Board of Education. Payment will be made in accordance with the District's payroll plan.

4. Employee Handbook

All Board policies and procedures are incorporated by reference in the substitute handbook that can be found on the District website. The Substitute acknowledges reviewing the substitute handbook.

5. Discipline and Termination

Any disciplinary actions will be conducted according to Board policy. The Substitute acknowledges that they are an "at-will" employee, and this contract may be terminated without cause by the Superintendent/Board at any time. The Substitute is not guaranteed a minimum number of workdays and is not entitled to employee benefits as a Substitute.

6. Unemployment Benefits

The Substitute acknowledges that they are not eligible for unemployment benefits for any day(s) they are not called to work.

7. Agreement

This contract constitutes the full agreement between the parties. No other document, publication or oral statement may change the terms and conditions of this contract.

Employee

Date

Superintendent

Date