

Substitute Mentor(Teacher) Employment

It is the policy of Capstone Classical Academy to employ substitute mentors of high caliber and to pay fair wages to substitute mentors. Pursuant to Utah law, the following directives apply:

1. A substitute mentor may not serve in a teaching position for more than eight consecutive weeks in one academic year in either the same class or with the same group of scholars. Individuals serving in the same teaching position for longer than eight weeks shall hold an appropriate license or be replaced by an educator with an appropriate license.
2. Capstone will obtain verification from CACTUS (Comprehensive Administration of Credentials for Mentors in Utah Schools) that a substitute teaching applicant's license has not been revoked or suspended. Individuals whose licenses have been reinstated may be considered for employment as substitute mentors.
3. Substitute mentors are required to pass periodic criminal background checks.
4. Aides, paraprofessionals and scholar mentors may be considered for employment as substitute mentors.
5. Substitute wages vary according to the individual's qualifications and substitution assignment. All substitutes will be assigned an hourly base pay rate. Base pay rates are formulated using a pay scale that reflects training, experience, certification, competency, and current Capstone employment status.

See Code R277-508