

## 2024-2025 Bridge Substitute FAQs for Candidates

### Definition

Bridge Substitutes are degreed candidates who lack a certification and are being hired to sub in the classroom in which they may ultimately be hired as a teacher upon obtaining certification from the State Board of Educators. These candidates may include:

A candidate who is in an alternative certification program (University of Texas at Arlington Alternative Certification Program for Teachers, TX Teachers, ECAP, Iteach, TeachUs, etc.), but has not taken required exams, and does not have an SOE or Intern certificate.

A candidate who has gone the traditional university certification route and has not yet taken the required exams.

A candidate who has gone the traditional route and passed a core content exam but not the content exam for which they are hired to teach.

A candidate who has an out of state certification and is waiting on certificate review by TEA

“District Select” is a subset of alternative certification program applicants with related fees paid by the district.

Bridge Substitutes must immediately begin the alternative certification program after acceptance/hire with AISD if they have not already started their program.

Bridge Substitutes are hired as long-term substitutes and simultaneously receive an offer letter for a full-time teaching position contingent upon completion of the required certification.

Bridge candidates receive both substitute and full-time teacher offer letters by HR at the initial point of hire. The full time Chapter 21 teaching position offer, contingent on completing the certification requirements, expires March 31, 2025.

A Bridge Substitute has been offered a teaching position, signed an employment agreement with the district, and is teaching while they earn their certification. A regular long-term substitute applicant is hired only as a substitute and is not necessarily seeking a full-time teaching position or enrolled in a certification program.

Bridge hires who do not complete their certification by March 30, 2025 may have the opportunity to renew their substitute application to have the ability to pick up substitute assignments, including long-term assignments, for the following school year.. Bridge hires who do not convert by March 31, 2025, will keep their “Bridge Substitutes” status for the remainder of

the school year but will not be considered Bridge

Bridge Substitutes will be paid a new daily rate for the certified teacher position consistent with the district's pay scale.

Remaining days in the current school year work schedule will be paid out at a reduced rate, as the amount will be equally spread out over the summer months.

At the beginning of the next school year, the gross pay will be calculated as follows (an example):

Daily rate x 187 work days (teacher example) / 12 months

Upon conversion to a teacher contract, employees will be eligible to enroll in health care benefits with the district's contribution toward the premium.

Bridge Substitutes will be paid to attend teacher work days and/or early report days based on the teacher calendar.

Bridge Substitutes are eligible to pay for medical benefits through Arlington ISD but do not become eligible for the district's contribution until they are converted to a Chapter 21 contract teacher position.

Yes, district-established stipends are paid in monthly proportion for Bridge Substitutes formally assigned as coaches or fine arts teachers.

High School coaches are eligible in alignment with UIL rules (05-08-03 Sections 1033 and 1202 - Employment of Coaches:

## Hiring Processes

To give candidates adequate time to complete program requirements, Bridge Substitutes can be recommended to hire through September 30, 2024. However, Bridge hires will be considered through the rest of the fall semester on a case by case basis, depending on progress of completion of their program.

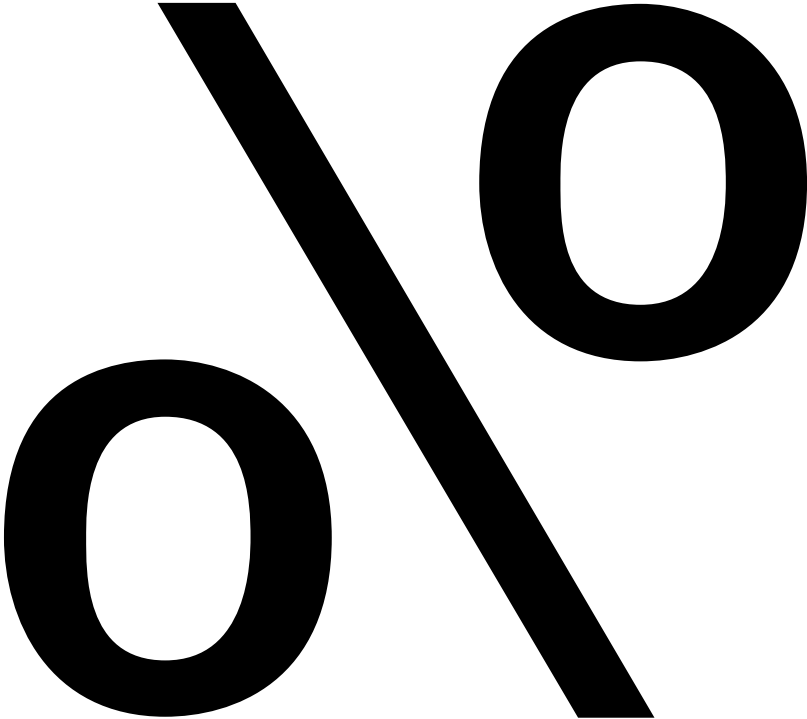
Bridge Substitutes will be expected to obtain their SOE by March 31, 2025. If they do not obtain the SOE by this date, the position at their current campus can not be guaranteed, however, they may be considered for hire for the 25-26 school year upon obtaining their SOE.

Yes

Once a Bridge Substitute attends orientation with AISD HR, they may start as early as their documented report date.

A current AISD employee must resign from their position in order to be hired as a Bridge Substitute, which will occur once the employee attends orientation as a Bridge Substitute. An individual may not be in two PCNs at the same time.

A Bridge Substitute may opt for medical only (premium paid at 100% by the employee) until they are hired under the teaching contract offer. The districtQ







The district may assign mentors who will support the campus with Bridge Substitutes. More information will be provided by the Professional Learning department via Renee Pope, Coordinator of Professional Learning: [rpope1@aisd.net](mailto:rpope1@aisd.net)

## Absences

The Bridge Substitute will submit an absence in Frontline/Teams. Another substitute will be able to pick up any jobs submitted. Absences are unpaid time for a Bridge Substitute.

They would receive the same benefits of

