



## **FAQs for Guest Teachers and Substitute Paraprofessional**

**Q. What are the requirements for becoming a guest teacher for DPS?**

A. There are a couple of requirements for becoming a guest teacher. You must first hold a minimum of a bachelor's degree which would qualify you to apply for the proper licensure with the Colorado Department of Education (3 yr sub authorization, Initial or Professional License or a 5 year sub authorization). The CDE link is: <http://www.cde.state.co.us> The next requirement is you must be able to work a minimum of 5 days a month. For more information, go to the guest teacher website at: <http://careers.dpsk12.org/substitute-teaching/>

**Q. What is the process for becoming a guest teacher for Denver Public Schools?**

A. There are a few steps in order to become a guest teacher for DPS. First you must have the proper licensure (or your pending receipt showing your license is in process) from the Colorado Department of Education. Acceptable licenses are: 3 year sub authorization, Initial or Professional License or a 5 year sub authorization. Next step you would need to apply to the guest teacher posting at: <http://tinyurl.com/lejfdk8> After your application has been received an interview invite will be sent and upon a successful interview the hiring on-boarding process would begin. For more information, got to the guest teacher website at: <http://careers.dpsk12.org/substitute-teaching/>

**Q. What are the requirements for becoming a substitute paraprofessional?**

A. There are two types of substitute paraprofessionals, one for Special Education and one for Early Childhood Education (ECE). Both positions require an Associate's degree (48 credit hours) or a passing score on the TABE D test.

**Q. What is the process for becoming a substitute Special Education or Early Childhood Education (ECE) paraprofessional?**

A. Complete the on-line application and apply to the posting. We will then contact you for an in person interview. If selected, notification will be e-mailed to you and the on-boarding process for hire will begin. Once selected for hire the submission of references and completing a background check will be needed.

**Q. Can I be both a guest teacher and a substitute paraprofessional?**

A. Yes. You would need to apply to each position and be hired for each position.



**Q. What is the pay for guest teaching?**

A. Effective 9/1, for the remainder of the 2021-22 School Year, all Guest Teachers/Daily Substitutes will receive incentive pay based on the hours they work - the more you work, the more you earn.

- Increase of \$4.13 hourly/\$33 per day incentive for our daily substitute teachers with substitute authorizations, \$8.48 hourly/\$67.84 per day incentive for our licensed retired teacher, and \$1.91 hour/\$15.28 per day incentive for our Long Term Subs.
- This equates to an \$20 per hour/\$160 per full day for daily subs with sub authorizations and \$25 per hour/\$200 per day for licensed daily teachers for the 2021-22 School Year.

**Q. What is the pay for a substitute paraprofessionals?**

A. The pay for being a Special Education Substitute Para range is \$14.39 – 15.14 per hour. ECE Substitute paraprofessionals range from \$13.00 – 13.82 per hour. Pay is based on related experience.

**Q. Will I have choices about where or when I work?**

A. Yes. DPS is divided up into five geographical regions. After you are hired, the automated system, SmartFind Express the district uses will allow you to select any or all of the regions. More information is provided during orientation and is also available in our training guides located on the guest teacher website.

**Q. Am I guaranteed a certain number of hours? Do I have to work a certain number of hours?**

A. We ask that a guest teacher work a minimum of 5 days a month. However, if you have another job or are doing this part time, we understand and as long as you work at least one day a month we will allow you to stay active in our system. There is no guaranteed number of hours. Denver Public Schools has over 180 schools and there are enough requests for a guest teacher to work every student contact day. We encourage guest teachers to work as many days as possible. If you are open to multiple regions and grade levels, we have enough work that you could work every school day in the week.

**Q. When/How often will I get paid?**

A. All employees are paid two days a month. These dates typically land on the 7<sup>th</sup> and 22<sup>nd</sup>.

**USING THE SMARTFIND EXPRESS SYSTEM**



**Q. What is SmartFind Express?**

A. SmartFind Express (SFE) is DPS's system that searches for and makes guest teacher assignments when DPS teachers, Special Education paraprofessionals, and Early Childhood paraprofessionals report a planned or emergency absence. All DPS guest teachers and substitute paraprofessionals must be registered in the SFE system in order to search for and accept guest teaching assignments.

**Q. How do I access the SFE system?**

A. After you are hired by DPS as either a guest teacher or substitute paraprofessional, you will receive an e-mail as soon as you are able to register in the SFE system. **You must register over the telephone.** The telephone number is 720-501-6291. Your access code will be your DPS employee ID and your initial PIN will also be your DPS employee ID. You can then change your PIN. Once you have registered over the phone, you can also access the system on-line at <https://denverps.eschoolsolutions.com>.

**Q. Where are directions about how to use the SFE system?**

A. Directions and user manuals for using the SFE system are accessible on the guest teacher website at: <http://careers.dpsk12.org/substitute-teaching/>

B. You can also watch the following video: [How to Set Up My SFE Profile](#)

**Q. What should I do when I register for the first time in SFE?**

A. It will take 2 – 3 business days after completing new hire paperwork (if you are a new hire) before you are able to register. Please follow the directions for changing your PIN, recording your name, and verifying your callback number. Once you have completed those actions over the telephone, please log into the system and complete the following steps:

- **Update your availability schedule** – the system will assume you are available every weekday, all day, to fill jobs. If you can only work specific days or partial days, you must update your schedule so you won't be contacted for jobs you cannot fill.
- **Select your classifications** – you must indicate in the system which subject areas or grades you prefer to teach. You may select as many as you wish. If you are teacher, please make sure you select only those classifications that start with the word TEACH. If you are a paraprofessional, please make sure you select only those positions which begin with PARA.



- **Select the locations where you prefer to work** – please note that you should select location groups, not individual locations, if you want more opportunities to work. To select location groups, scroll to the bottom of the list, past the names of the individual schools.
- **Please note that you can change this information at any time. It is your responsibility to keep it current.**

**Q. Do I have to wait to be called to take an assignment?**

A. No, you do not have to wait for a call. You can go into the SFE system on-line at any time and search for and accept open jobs. You can also search for jobs via the phone system. Directions for how to do this are included in the SFE substitute user guide located on the guest teacher website at: <http://careers.dpsk12.org/substitute-teaching/>

**Q. If I was called for an assignment and missed the call, can I still accept it?**

A. Yes, you can accept the assignment if it is still open. You can accept the assignment either on-line or via the phone system. You can also contact the school directly for support on accepting and making sure the assignment is still available.

**Q. Do I have the option to not be called by the SFE system? My preference is to use only the web application.**

A. Currently the district requests that jobs are available to be picked up by phone and on-line. You can view jobs on-line and select jobs in advance which will fill up your calendar. The system is less likely to call out to you when your calendar is already filled. NOTE: Even though your calendar is filled you may still receive calls for jobs that get cancelled.

**Q. Who do I call if I have a problem using the SFE system?**

A. You should call HR Connect at 720.423.3900 when encountering problems with the system. Please make sure you reference the SFE substitute user guide provided on our guest teacher website at: <http://careers.dpsk12.org/substitute-teaching/> before calling HR Connect.

**Q. How do I cancel an assignment I have already accepted?**

A. There are instructions in the SFE user guide for canceling an assignment you have already accepted. If you are canceling an assignment within 24 hours of the start of the assignment follow the steps below:



1. Call the school and advise them you have removed yourself from the job and the reason you canceled. This helps to ensure the school is aware in which they can work on getting the absence filled.
2. Email the Guest Teacher Inbox at [HR\\_Guest\\_Teacher@dpsk12.org](mailto:HR_Guest_Teacher@dpsk12.org)
3. If you are unable to follow either of the steps listed above, we ask you to call the HR.Connect office at 720.423.3900.

NOTE: While we understand that emergencies occur, a pattern of cancellations will result in your removal from our guest teacher pool.

**Q. What if I'm going to be unavailable for some period of time?**

A. Communicate! Let us know if you will be out for more than a month consecutively. If you are going to be unavailable to work for a specified period of time (on vacation, out of town...etc), you can update your calendar in SFE to reflect the day(s) you will be unavailable to take jobs. Refer to the the SFE substitute user guide for more information. NOTE: There is a 5 day a month requirement to remain in the guest teacher pool. If your unavailability leads you to not meet this requirement, we ask you to e-mail the guest teacher management team at: [hr\\_guest\\_teacher@dpsk12.org](mailto:hr_guest_teacher@dpsk12.org) with this information.