

Become a Substitute



Purposeful Work That Fits Your Lifestyle

Capital Region BOCES coordinates placement for substitute teachers, teaching assistants and nurses, all high-demand positions on an ongoing basis.



Flexibility

Work where you want, when you want

Are you looking for a job that complements your child's school schedule? Do you seek a rewarding career working with students? Would you like to work in your own community?

Why I Sub

"I relish the flexibility to work when I choose and to make a decent wage and my time as a substitute accumulates toward my service with the NYS Teacher Retirement System. By subbing, I continue to stay active and grow and hone my skills as a professional educator and as a person."

— Gary A., substitute teacher

Schools

Apply to become a substitute for Capital Region BOCES classes and/or in area schools, as listed below:

- **Achievements/Kids Express**
- **Bethlehem**
- **Capital Region BOCES**
- **Cohoes**
- **Duanesburg**
- **Guilderland**
- **Menands**
- **Mohonasen**
- **Niskayuna**
- **North Colonie**
- **Ravena-Coeymans-Selkirk**
- **Schalmont**
- **Schenectady**
- **Schoharie**
- **Scotia-Glenville**
- **South Colonie**
- **Voorheesville**
- **Watervliet**



The Facts About Qualification

Each district looks at applications on a case-by-case basis

- ▶ Substitute teachers must have proof of 60 college credits, an associate's degree, bachelor's degree, license or certification, depending on the school district.
- ▶ Teaching assistants need proof of a high school diploma, a GED diploma, AAS diploma or a New York State Teaching Assistant Certificate, depending on the district.
- ▶ Nurses must have an RN and/or LPN license and current CPR training.

Did You Know?

- ▶ All of our instructional substitutes have access to the teacher's retirement system.
- ▶ Substitute positions can lead to permanent placements... take the first step!
- ▶ Substitutes earn a competitive salary.
- ▶ Long-term substitute assignments are often available.
- ▶ Substitutes can base their assignments on grade-level and area of expertise preferences.



Who We Are

Capital Region BOCES partners with and supports school districts and their students in the Capital Region and beyond with more than 300 cost-effective programs and services.

"I'm retired and now sub through Capital Region BOCES. I have the opportunity to sub at different schools, work with a lot of different students and teachers, and the hours are ideal. For anyone out there looking for a rewarding job, this is it!"

— Dayna K., substitute teaching assistant

"The staff at Capital Region BOCES always go that 'extra mile' in trying to obtain substitute positions for their teachers, always considering the needs and constraints of the individual substitute. I would strongly recommend this service to any potential substitute teacher who seeks employment in the Capital District educational system."

— Matthew M., PhD, DO, substitute teacher



SERVICE

We provide quality service to each of our component districts and stakeholders, establishing us as a trusted partner in public education and workforce development.



VALUE

We create value as program and service partners, throughout all of our interactions and relationships.



EXCELLENCE

We strive for excellence in every aspect of our work.



IMPROVEMENT

We are the best at getting better. We anticipate and respond to stakeholder needs.



LEADERSHIP

We are viewed as leaders in our work, applying thoughtfulness and innovation to new program and service development.

Connect With Us

Follow us on LinkedIn at:

www.linkedin.com/school/capital-region-boces/

Become a Substitute:

Apply at <https://neric.tedk12.com/hire/index.aspx>

Reach us at: subservices@neric.org,
518-464-3925

The Capital Region BOCES does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities, employment, and admissions; and provides equal access to the Boy Scouts and other designated youth groups.

The following person has been designated to handle inquiries regarding the non-discrimination policies: HR Director, compliance officer/coordinator, at hrdirector@neric.org, 518-862-4951 or 900 Watervliet-Shaker Road, Albany, NY 12205. Inquiries concerning the application of the Capital Region BOCES non-discrimination policies may also be referred to the U.S. Department of Education, Office for Civil Rights (OCR), 32 Old Slip, 26th Floor, New York, NY 10005, telephone 646-428-3800 (voice) or 800-877-8339 (TTY).