

410.01 - Substitute Teachers

The board recognizes the need for substitute teachers. Substitute teachers shall be licensed to teach in Iowa.

It shall be the responsibility of the building principal to maintain a list of substitute teachers who may be called upon to replace regular contract licensed employees. Individuals whose names do not appear on this list will not be employed as a substitute without specific approval of the superintendent. It shall be the responsibility of the building principal to fill absences with substitute teachers immediately.

Substitute teachers will be paid a per diem rate approved by the Board of Education. Substitutes employed for 10 or more consecutive days in the same position shall be paid at the long-term substitute rate set by the Board. Under special circumstances, the superintendent may waive the 10 consecutive school day requirement to permit a substitute to begin an assignment at the higher rate. Substitute licensed employees are expected to perform the same duties as the licensed employees.

Legal Reference: Iowa Association of School Boards v. PERB, 400 N.W.2d 571 (Iowa 1987).

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