

STAFF PERSONNEL

Series 400

POLICY TITLE SUBSTITUTE TEACHERS

No. 410.1

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 fill absences with substitute teachers immediately.

Substitute teachers will be paid a per diem rate. Substitutes employed in the same position shall be paid according to the prevailing salary schedule. 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).  
Iowa Code §§ 20.1, .4(5), .9; Ch.272 (2013).  
281 I.A.C. 12.4.

Cross Reference: 405.1 Licensed Employee Defined  
405.2 Licensed Employee Qualifications, Recruitment, Selection

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