

## 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 central office personnel to maintain a list of substitute teachers who may be called upon to replace regular contract licensed personnel. Individuals whose names do not appear on this list will not be employed as a substitute without specific approval of the superintendent.

Substitute teachers will be paid at a rate set by the board annually. Substitute teachers are expected to perform the same duties as the regular teachers.

Legal Reference: Iowa Association of School Boards and Iowa State Education Association v. PERB,  
400 N.W.2d 571 (Iowa 1989).  
Iowa Code §§20.1, .4(5), .9, (2015).  
281 Iowa Admin. Code 12.4.

Cross Reference: 405.1 Licensed Personnel Defined  
405.2 Licensed Personnel Qualifications, Recruitment, Selection  
405.6 Licensed Personnel Probationary Status  
406 Licensed Personnel Compensation and Benefits

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