

404.3(R1) SUBSTITUTES FOR TEACHERS/NURSES - ADMINISTRATIVE REGULATIONS

The following pay rates will be used when hiring substitute teachers in the Muscatine Community School District.

1. Tier 1 - 93.5% of the BA step three.
 - a. Applies to substitutes with Iowa licensure and/or substitute nurses with an Iowa RN license.
2. Tier 2 - 96% of the BA step three.
 - a. Applies to Long-term substitute teachers with full Iowa teaching licensure, and/or long-term substitute nurses with an Iowa RN license serving 20 or more consecutive days in one assignment.
 - b. Applies to MCSD retiree substitute teachers and/or nurses NOT fulfilling a “long-term” assignment as defined below.
3. Tier 3 - 95.5% of MA+30 Step 7
 - a. Applies to long-term substitute teachers and/or substitute nurses who retired in good standing from MCSD.

Para-Educators / Special Education Aides

1. For benefits-eligible paraeducators/special education aides who the District requests fulfill a long-term substitute teacher role and for whom the District receives approval from Iowa Board of Educational Examiners (BOEE) to do so, the paraeducator/special education aide will not lose his/her benefits while fulfilling the long-term substitute assignment.

Alternative Licensure

1. Certified para-educators who also hold sub-authorization certificates may sub in their special education classroom for up to 5 consecutive days or as allowed by the Iowa Board of Educational Examiners.
2. Persons holding BA/BS degrees who also hold sub-authorization certificates may sub in any PK-12 classroom for up to 5 consecutive days and up to 10 days per month in one assignment or any other variation allowed by the Iowa Board of Educational Examiners.

Definitions

“Good standing” is defined as leaving contracted employment on good terms and not due to discipline, termination, or in lieu of termination, pending BOEE complaint(s), or any other adverse reason.

MUSCATINE COMMUNITY SCHOOL DISTRICT BOARD POLICY

“Long-term” is defined as serving in the same assignment for at least 20 consecutive school days.