

404.3 SUBSTITUTES FOR TEACHERS

All substitutes are hired through the office of the superintendent or his/her designated representative from a list of approved substitutes properly certified by the Board of Educational Examiners. Teachers are not responsible for procuring or dismissing substitutes.

Substitute teachers will be paid a per diem rate. Substitute licensed employees are expected to perform the same duties as the licensed employees.

LEG REF: *Iowa Association of School Boards v. PERB*, 400 N.W.2d 571 (Iowa 1987). Iowa Code §§ 20.1; 20.4(5); 20.9; 272; 281 I.A.C. 12.4.