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## New Substitute Teacher Options for the 2020-21 School Year

Many administrators have difficulty finding substitute teachers. This shortage is compounded by the impacts of COVID-19. Governor Reynolds, the BoEE and the Department of Education have developed initiatives to help reduce these shortages. Because you may not know about all of the new options available through Governor Reynolds' proclamations, we put together the list below. These items may inform you as you talk with people in your area, including retirees and current school staff, that may now be able to substitute.

Options:

**College students:** In 2019, the BoEE created the pre-service substitute authorization, allowing 21 year old teacher preparation students to be recommended by their college/university for a substitute authorization. Governor Reynolds has lowered the required age for a substitute authorization to 20.

**Student teachers** with a substitute authorization can substitute only for their assigned cooperating teacher, in their assigned classroom. Substitution must be on a short term, emergency basis. College/university programs, using Department guidance, will establish and communicate their policies on expectations and limits to substitute teaching. When a student teacher serves as the teacher of record, he/she is no longer student teaching, but is serving as a substitute. In this case, the person must be paid as a substitute. This payment guidance also applies if the cooperating teacher is pulled to substitute in another classroom requiring the student teacher to substitute for the cooperating teacher.

**Recent college graduates:** In 2019, the BoEE created the one year temporary license for candidates who have graduated but have not yet passed the required program completion test. In her proclamations, Governor Reynolds has suspended the requirement that the candidate have a job offer before receiving the license.

*NOTE: To contact college faculty about availability of their students, use the Educator Preparation program directory found [here](#).*

**Recently retired educators.** Governor Reynolds has suspended the requirement for repayment or reduction in retirement allowance if a retired educator returns to teaching or as a substitute.

**Substitute authorizations** are easier to get with expanded use through Governor Reynold's proclamations:

- The limit to the grade levels and number of days a person can substitute have been changed. Anyone with a substitute authorization or teaching license can substitute in grades PK-12 for any length of time.
- A bachelor's degree is no longer required. An associate's degree or 60 hours of college credit is now needed. A person must take a course in substitute teaching, which is available through Iowa's AEAs.
- The minimum age to get a substitute authorization is dropped from 21 to 20.
- A person with a valid paraprofessional certificate and a substitute authorization can now substitute in any grade and subject, PK-12.
- A person with a valid CTE authorization and one year of experience can now substitute in any PK-12 classroom.

For more information, contact Mike Cavin, Interim Executive Director of the Board of Educational Examiners [mike.cavin@iowa.gov](mailto:mike.cavin@iowa.gov) or Dr. Larry Bice in the Iowa Department of Education [larry.bice@iowa.gov](mailto:larry.bice@iowa.gov).