



COMMUNITY SCHOOL DISTRICT

**Johnston Community School District
Substitute Handbook**

2025-2026

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Welcome

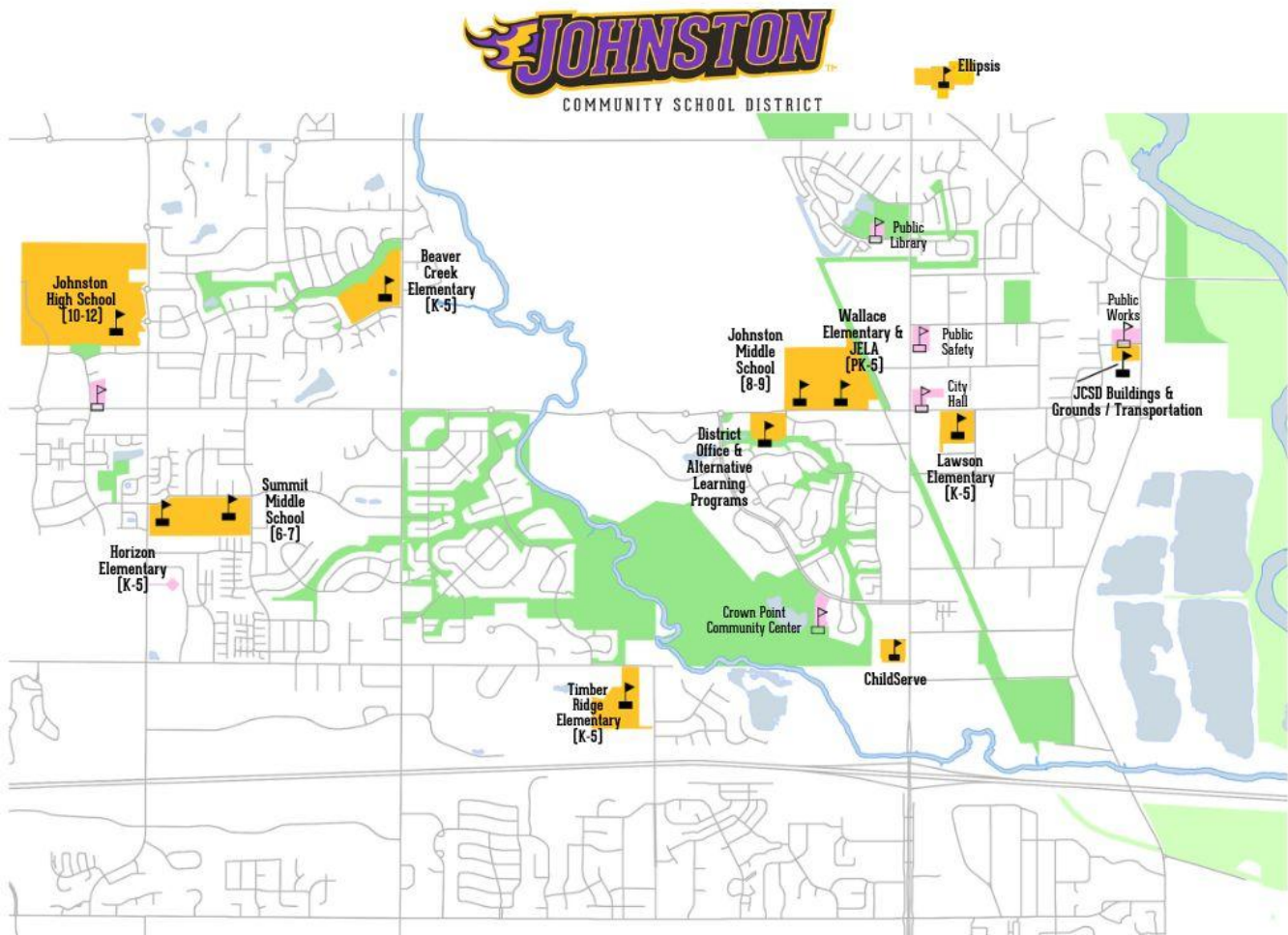
The administration and staff of the Johnston Community School District would like to welcome you! We are delighted to have you as a vital part of our educational community. Whether you are stepping into a classroom, supporting student services, preparing nutritious meals, or ensuring our facilities are clean and safe, your role is essential to the daily operation of our schools.

Substitutes provide continuity, stability, and support that allow our students to thrive, and your dedication helps us carry out our mission to provide a high-quality, inclusive education for all. As a substitute, you contribute directly to fostering a positive and productive learning environment every day.

This handbook is intended to be an introduction to substituting in our district. We appreciate your careful review of this handbook and encourage you to contact our Human Resources Department with any questions.

Thank you for choosing to serve our students, staff, and community!

Map of District/Schools



Directory

Beaver Creek Elementary

8701 Lyndhurst Dr
Prin: Eric Toot
AP: Nick Gomez
AA: Wendy Goodale
515-278-6228

Horizon Elementary

5905 NW 100th St
Prin: Tabby Rabenberg
AP: Char Brown
AA: Donna Kolb
515-986-1121

Lawson Elementary

5450 NW 62nd Ave
Prin: Stephanie Ingle
AP: Brooke Hakert
AA: Leesa Boston
515-278-0478

Timber Ridge Elementary

7370 NW 54th Ave
Prin: Raine Mollenbeck
AP: Ryan Dixon
AA: Charmaine Alexander
515-331-4379

Wallace Elementary

6207 NW 62nd Ave
Prin: Suzie Pearson
AP: Matthew Todd
AA: Janet Bucher
515-278-6977

Johnston Early Learning Academy

6207 NW 62nd Ave
Dir: Joy Duea Palmer
AA: Cheryl Henkenius
Patrick Jackson
515-727-5352

Summit Middle School

9500 Windsor Pkwy
Prin: Kaniesha Pettaway
AP: Amy Eschliman
AP: Rob Kinney
AA: Brittnei Mann
515-986-0318

Johnston Middle School

6501 NW 62nd Ave
Prin: Luke Dillon
AP: Tron England
AP: Ben Chadwick
AA: Cheryl Hudson
515-278-0476

Johnston High School

6500 NW 100th St
Prin: Ryan Woods
AP: Kyla Burns
AP: Randy Klein
AP: Cole Van Vark
AA: Melissa Officer
515-278-0449

ChildServe In-House Program

5406 Merle Hay Rd
Dir: Shawna Shanahan
515-278-0470

Johnston Therapeutic Program

6510 NW 62nd Ave
Dir: Mary Jane Stites
AA: Mackenzie Wiedman

Senior Plus Program

6510 NW 62nd Ave
Dir: Shawna Shanahan
515-278-0470

Ellipsis

7085 NW Beaver Dr
Dir: Adam Busch
AA: Margaret Hanson
515-276-3473

Alternative High School

6510 NW 62nd Ave
Assoc Sup: Jill Van Woerkom
AA: Celia Nelson
515-278-0470

Buildings & Grounds

6350 NW Beaver Dr
Dir: Bob Devens
AA: Christine Scott
515-278-5874

Transportation Associates

6350 NW Beaver Dr
Mgr: Kelly Brose
515-254-3333

2025-2026 School Calendar



Johnston Community School District 2025-26 Academic Calendar

August 2025

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2026

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2026

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026

S	M	T	W	T	F	S
	1	2	3	4	5	6

Dates in red denote significant start or end date

- No School Day
- 3 Hour Early Dismissal
- End of Quarter

- Professional Development/Work Day
- Parent/Teacher Conferences
- End of Trimester

Aug. 11-13	New Teacher Orientation
Aug. 14-22	Staff Professional Development Days
Aug. 25	FIRST DAY K-12 —3 Hour Early Dismissal
Aug. 27	NO SCHOOL for Kindergarten
Sept. 1	NO SCHOOL - Labor Day
Sept. 2	FIRST DAY OF PRESCHOOL
Sept. 29	NO SCHOOL - Staff Professional Development
Oct. 13	NO SCHOOL - Fall Break - Columbus Day, Indigenous People's Day
Oct. 24	End of First Quarter
Oct. 27	NO SCHOOL - Staff Professional Development
Nov. 10-21	P/T Conference Appointments Grades 6-12
Nov. 11	K-5 P/T Conferences 4:30-8 pm. JELA No School. PreK conferences 8 am-8 pm
Nov. 13	Grades K-12 P/T Conferences 1:30-5 pm, 5:30-8 pm. 3 Hour Early Dismissal
Nov. 13	JELA No School. PreK Conferences 8 am-8pm
Nov. 13	End of 1st Trimester
Nov. 14	NO SCHOOL - P/T Comp Day
Nov. 26-28	NO SCHOOL - Thanksgiving Break
Dec. 22 - Jan. 1	NO SCHOOL - Winter Break
Jan. 2	NO SCHOOL - Staff Professional Development
Jan. 5	STUDENTS RETURN FROM BREAK
Jan. 16	End of 1st Semester, End of 2nd Quarter
Jan. 19	NO SCHOOL - Martin Luther King Jr Day Service / Staff Professional Development
Feb. 2	NO SCHOOL - Staff Professional Development
Feb. 16	NO SCHOOL - Staff Professional Development (President's Day)
Feb. 23 - March 6	P/T Conference Appointments Grades 6-12
Feb. 27	End of Second Trimester
March 5	Grades K-12 P/T Conferences 1:30-5 pm, 5:30-8 pm. 3 Hour Early Dismissal
March 5	JELA No School; Pre-K Conferences 8am-8pm
March 10	K-5 P/T Conferences 4:30-8 pm. JELA No School; Pre-K Conferences 8 am-8 pm
March 13	NO SCHOOL - P/T Comp Day
March 16-20	NO SCHOOL - Spring Break
Mar. 27	End of 3rd Quarter
Apr. 23	NO SCHOOL - Staff Professional Development
Apr. 24	NO SCHOOL - Break Day
May 25	NO SCHOOL - Memorial Day
May 29	LAST DAY OF SCHOOL End of 2nd Semester, 3rd Trimester & 4th Qtr
June 1-2	Professional Development AM; Work Day PM
June 3	Work Day - Last Contracted Day
June 1 - June 5	Reserved as Potential Make Up Days

Professional Ethics

As a substitute, if you require access to student records, please consult with the building administrator. These records are maintained to support the professional staff in meeting student needs and must be handled with the highest level of care and discretion. All student information is strictly confidential, and any details you learn while working with students and staff must be treated as such. The district holds all substitutes to the highest standards of professional ethics, and maintaining confidentiality is a key part of that responsibility.

When working across various schools and programs in the district, you will encounter a variety of classroom formats and teaching styles. You are expected to make every effort to follow the lesson plans, instructions and established practices of the regular staff member to ensure consistency and continuity in student learning.

Substitute Assignment Procedures (*Absence Management*)

Once you have completed the substitute onboarding requirements with the Human Resources Department, you will be activated in *Absence Management*, the district's substitute system.

Absence Management can be accessed through the mobile app, telephone and the internet to assist you in locating substitute jobs in the district. The *Absence Management* system is available 24 hours a day, 7 days a week and utilizes the following methods to make jobs available to substitutes:

1. On the *Absence Management* site, you can search for and accept available jobs, change personal settings, update your calendar, and personalize your available call times.
2. You may interact with the *Absence Management* system by phone through an automated voice instruction menu. This option allows you to search for jobs and manage existing jobs.
3. *Absence Management* will also make phone calls to substitutes to offer jobs. Our standard times when *Absence Management* may call for substitutes is 5:00 AM-11:59 AM and 4:15 PM-10:00 PM.
4. You may access the mobile app by entering Frontline Education in the search bar once in the app store on your mobile device. Press the Get or Install button to install the app on your device. Once the download is complete, a welcome page will display. Press GET STARTED to proceed. The Sign In page appears. Enter your Frontline ID account or use SSO to sign in.

Once you have been activated as a substitute you will receive an email with an invitation to set up your Frontline *Absence Management* account.

Emergency or Weather-Related School Cancellations

The District does not pay for scheduled substitute jobs that have been cancelled or modified due to emergency school cancellations. It is your responsibility to refer to local media stations and websites

immediately prior to your scheduled assignment. **Absence Management** will **not** call you to notify you that school has been cancelled or delayed.

Substitute Assignments

Substitutes are expected to arrive at the assigned start time and remain at their location until the assigned end time. If you are called late for an assignment, you are asked to arrive as soon as possible after accepting the assignment. **Substitutes must check in and out with the building administrative assistant.** If you should become ill or an emergency arises during the day while substituting, you must contact the building administrative assistant before leaving the location. **If an emergency occurs the day of your assignment and you are unable to report at the assigned time, please call the building administrative assistant directly.** The telephone numbers are listed on page 5 of this handbook.

The District has the right to move or reassign a substitute based on district need.

Long-term Substitutes

Long-term substitutes should consult with the building administrator concerning attendance at staff meetings, in-service trainings, and other pertinent information, (i.e. start date, end date, etc.).

Arrival Procedures

Report to the main office to confirm your assignment for the day, obtain a substitute ID badge, and any other necessary information. If you would like to purchase a school lunch, please notify the administrative assistant.

Certified Staff:

- When you arrive at the classroom, locate the lesson plans, substitute folder, the daily schedule, attendance slips, manuals, and other pertinent information on or in the employee's desk or work area. Feel free to ask any staff member for assistance if you are unclear on anything.
- The substitute folder will contain useful information and materials for your day.
- Carefully review the lesson plans and check the schedule for any special duties that you may be expected to perform such as recess, lunchroom, bus duty, etc.
- Emergency Expectations charts are posted in each classroom. Familiarize yourself with emergency procedures. Fire drill and tornado drill instructions are posted as well in each classroom.

Classroom Responsibilities

Reporting Absences

Student attendance will be taken at the beginning of each day or class period. The procedure followed in the individual school will be explained in the substitute folder. No student should be excused from class or school without a pass securing the permission of the administrator or the office staff.

Classroom Management

Creating favorable rapport is an important aspect of successful substitute teaching. A few suggestions may help you establish good classroom routines.

- Provide for efficient learning situations and develop an atmosphere of mutual respect between teacher and students.
- Expect good behavior. Students tend to respond to what is expected of them. A positive approach is worth more than many negative rules. Avoid making threats that cannot be carried out.
- Have materials ready. Be organized at the beginning of class.
- Be aware of the attention span of the students. Know when to change activities.
- Except for an actual emergency, never leave the class unattended.
- Some buildings have established special approaches to discipline at certain grade levels or school wide. Check the substitute folder for specific instructions and feel free to contact a neighboring teacher if additional information is needed.
- Corporal punishment, mechanical restraint and prone restraint are strictly prohibited as per Board Policy 503.5. At all times work to maintain the dignity of the student(s) in all learning and/or discipline situations.
- If you have questions concerning discipline, contact the administrator or as directed in substitute folder.
- Substitutes are to contact parents only under advisement of the administrator.
- Common sense should prevail when administering all rules and guidelines.
- Special care and attention should be given so all testing materials are secure.

Classroom Routine

- Follow the regular classroom teacher's plans and programs as closely as possible. The teacher's lesson plans, along with other information about rooms, seating, and assigned duties will be available.
- Report any unusual or exceptional classroom situation to appropriate personnel.

- If audio-visual equipment is required, check the needed equipment out from the library media center (LMC). Request any specific operational instructions from the teacher librarian.
- If there is time within a daily schedule when a substitute is not supervising students, the substitute should check with the building administrative assistant or administrator for additional assignments.

Conduct and Appearance

Substitutes are role models for the students who come in contact with them during and after school hours. The Board recognizes the positive effect substitutes can have on students in this capacity. To this end, the Board strongly suggests and encourages substitutes to dress, groom and conduct themselves in a manner appropriate to the educational environment.

Substitutes will dress in attire appropriate for their position and aligned with the day's schedule. Clothing should be neat, clean and in good taste. Discretion and common-sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Our school community values a comfortable and collaborative work environment. In day-to-day operations, the Board encourages casual dress to promote an atmosphere conducive to productivity and learning. Substitutes required to wear a uniform, personal protective equipment, or other job-specific clothing and/or gear must do so during working hours while on duty.

Emergency Procedures

An Emergency Expectations Chart is posted in each room. The chart references fire, tornado and other emergency procedures. The administrative assistant will assist you, if necessary.

Accidents or illnesses involving students should be reported to the office immediately. An accident form must be completed as soon as possible in case of personal injury. Ask for assistance if necessary.

Mandatory Training

All substitutes are required to complete all assigned training in the Vector Solutions online training platform prior to their first substitute assignment of the school year.

All substitutes are also required to complete approved mandatory reporter training for child abuse through an Iowa Area Education Agency (AEA) or the Department of Health and Human Services (DHHS).

Medication in School

No school employee shall prescribe medicine for a student or for another employee.

1. Medication may only be administered by the school nurse.
 - a) In case of some illnesses, it may be necessary for a child to take medicine at school. In such case, a permission note signed by the parent must accompany the medication or the parent should sign a consent form.
2. The designee who has been trained under the State Department of Public Health guidelines is entrusted to give medication in the absence of the school nurse.
3. Medication must be brought in the prescription container or the container in which it was purchased with the following information:
 - a) Student's name
 - b) Name of medication
 - c) Dosage
 - d) Time to be administered

End of the Work Day

At the end of the substitute assignment, leave a summary of the work accomplished and provide feedback regarding the day's activities (student behavior -positive and negative, and any unusual occurrences). Correct assignments or tests unless otherwise noted. Staff will also appreciate a note highlighting a successful experience with the class or an individual student.

- Make sure all materials are stored properly and no students remain in the room before leaving.
- Turn off all lights and close the door.
- Check out with the administrative assistant and return the substitute ID badge.
- We value your feedback and encourage you to discuss any suggestions or concerns with the building administrator or by contacting the Human Resources Department.

Compensation

Substitutes are paid through direct deposit on the last day of the month, or the last Friday if the last day falls on a weekend, for hours worked in the preceding pay period (see chart at end of section). Time clocks are used to record hours worked. Instructions are emailed to new substitutes prior to their first assignment and are also posted by each time clock. Time clocks are located in the hallway by the main entrance, except for Lawson Elementary and Timber Ridge Elementary where they are located in the mail room in the office.

Time for substitute teachers, counselors, building nurses and administrators will be in quarter-day increments. Time for substitute transportation nurses will be in half-day increments. Time for substitute associates will be in hours and minutes (minutes are rounded to the quarter of the hour). Substitute Associates are required to clock out for their lunch break. Substitutes will be emailed a report of hours worked for the previous week each Tuesday night. It is the responsibility of the substitute to verify the time worked is correct.

Any associate regularly employed by the District serving as a substitute teacher or substitute nurse will be paid their hourly rate or the quarter-day rate, whichever is greater.

Substitute Teacher/Counselor/Nurse Rate of Pay:

\$165.00 per day for the first 10 consecutive days**

\$185.00 per day on the 11th consecutive day **

\$235.00 on the 21st consecutive day**

**Consecutive days in the same assignment

Substitute Administrator Rate of Pay:

\$350.00 per day

Non-Certified Substitute Rate of Pay:

Building, ESOL, Special Education Associate:	\$16.00 per hour
Special Education Plus Associate:	\$16.50 per hour
Crossing Guard:	\$14.00 per hour
Transportation Associate:	\$16.00 per hour
Seasonal Technology:	\$17.00 per hour
Nutrition/Variable Hour Cook:	\$15.50 per hour
Administrative Secretary:	\$16.00 per hour
Custodian/Seasonal B&G:	\$17.00 per hour
Nutrition Driver:	\$16.50 per hour
Accompanist:	\$21.10 per hour

2025-2026 Pay Periods

2025-2026 Pay Periods & Pay Dates - Cycle 2			
Month	Begin Date	End Date	Pay Date
July	6/16/2025	7/17/2025	7/31/2025
August	7/18/2025	8/15/2025	8/29/2025
September	8/16/2025	9/16/2025	9/30/2025
October	9/17/2025	10/17/2025	10/31/2025
November	10/18/2025	11/13/2025	11/28/2025
December	11/14/2025	12/16/2025	12/31/2025
January	12/17/2025	1/15/2026	1/30/2026
February	1/16/2026	2/12/2026	2/27/2026
March	2/13/2026	3/17/2026	3/31/2026
April	3/18/2026	4/16/2026	4/30/2026
May	4/17/2026	5/14/2026	5/29/2026
June	5/15/2026	6/15/2026	6/30/2026

Substitute Incentives

Associate: The District offers an incentive of \$4/day for associate substitutes that work 25-99 days in the school year or a \$500 bonus for associate substitutes that work 100 or more days in the school year. The bonus is paid at the end of the fiscal year.

Teacher/Nurse/Counselor: The District offers an incentive of \$500 to certified substitutes who work 50 or more days during a semester. The bonus is paid at the end each semester (January & June).

Employee Online (EO)

Employee Online is available to all staff including substitutes and other non-contracted temporary employees. EO allows users to view employment information and make changes to personal information. Access EO from the district website <http://www.johnstoncsd.org> under the Staff tab. Click on Employee Online; USER is your employee ID number (the letter E followed by six digits unique to you E#####); PASSWORD is the last 4 digits of your social security number (####). Once logged in, you may select options on the left side of the screen. Since EO is used by all JCSD staff, some of the information will not pertain to substitutes and temporary employees (e.g. leave tracking, benefits, etc.)

Employee Online Features:

- Payroll information including pay stubs (view one day prior to payday, and ability to print), pay periods, tax withholdings (ability to update Federal and State W-4 forms), tax forms (1095-C and W-2 with ability to print), direct deposit information and form.
- Personal information including address, email, phone number(s), and emergency contacts (ability to update this information).
- Information on IPERS, workers' compensation, and applicable forms.

Withholding from Pay

Federal and state taxes and the employee's social security and Medicare payments are withheld from each paycheck as required by law. IPERS (Iowa Public Employees' Retirement System) will also be deducted after earning \$1,000.00 (gross) in two consecutive quarters.

Benefits

Workers' Compensation

Substitutes are covered by workers' compensation. If a work-related injury or illness is sustained, it must be reported immediately to the building nurse for assessment and/or medical attention. Should additional treatment be necessary, the nurse will arrange care through a UnityPoint Health Occupational Medicine facility and provide the substitute a "First Report of Injury" report packet.

IPERS

The District contributes the employer's percentage (9.44%) to the Iowa Public Employee Retirement System (IPERS) for each eligible substitute. For additional information regarding IPERS, please visit www.ipers.org.

Employee Assistance Program

The Employee Assistance Program (EAP) is a benefit provided by the Johnston Community School District for all employees and their eligible family members. The EAP provides professional services to assist in addressing life issues that may interfere with an employee's wellbeing, job performance or health. In addition, the EAP can help employees set and achieve life goals.

EAP professionals help people manage many of life's challenges, including: family or relationship issues, emotional or mental health, work/life balance, substance abuse, personal growth, financial or legal issues. Eligible family members are those who live in the employee's home and legal dependents who may live elsewhere.

Employees and their eligible family members can call the EAP directly 24 hours a day, 7 days a week at 800-327-4692. Website: www.efr.org/eap. Visit www.efr.org/chat to chat Monday-Friday 8am-5pm.

Questions regarding compensation and benefits should be directed to the Finance Department.

Dawn Stephens, Finance/Payroll Specialist
dawn.stephens@johnston.k12.ia.us
515-278-0470 ext. 1631

Maria Freed, Director of Business Services
maria.freed@johnston.k12.ia.us
515-278-0470 ext. 1610

Notice of Continuance/Discontinuance of Service

Each school year substitutes are needed to temporarily replace staff who find it necessary to be absent from their assigned responsibilities. Substitutes in good standing will receive an email notification in July asking about their intent to sub for the upcoming school year. Substitutes should respond by the date designated in the email if interested.

Any substitute who chooses to discontinue their service as a substitute in the Johnston Community School District must provide written notification to the Human Resources Department.

Questions regarding this handbook should be directed to the Human Resources Department.

Dr. Nate Zittergruen
Executive Director of Human Resources
nate.zittergruen@johnston.k12.ia.us
515-278-0470 ext. 1608

Julie Manders
Human Resources Assistant
julie.manders@johnston.k12.ia.us
515-278-0470 ext. 1600

Equal Opportunity/Non-Discrimination

It is the policy of Johnston Community School District to provide equal educational and employment opportunities and not to illegally discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and employment practices.

Inquiries or grievances related to this policy may be directed to the following:

Executive Director of Human Resources
Johnston Community School District
P.O. Box 10
Johnston, Iowa 50131
515-278-0470

Iowa Civil Rights Commission
Grimes State Office Building
400 East 14th Street
Des Moines, Iowa 50319
515-281-4121 or 800-457-4416

Director of the Region VII Office of Civil Rights
U.S. Equal Employment Opportunity Commission
Milwaukee Area Office
Reuss Federal Plaza
310 West Wisconsin Ave, Suite 500
Milwaukee, Wisconsin 53203
800-669-4000

Director of Region VII Office of Civil Rights
Department of Education
230 S. Dearborn St., 37th Floor
Chicago, IL 60604
312-730-1560