

**Senate File 366 - Introduced**

SENATE FILE 366  
BY EVANS

**A BILL FOR**

1 An Act requiring school employees to be put on administrative  
2 leave in certain specified circumstances.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 256E.7, subsection 2, Code 2025, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *Ot.* Be subject to and comply with the  
4 requirements of section 280.36 relating to placing certain  
5 specified employees on administrative leave in the same manner as  
6 a school district.

7 Sec. 2. Section 256F.4, subsection 2, Code 2025, is amended  
8 by adding the following new paragraph:

9 NEW PARAGRAPH. *r.* Be subject to and comply with the  
10 requirements of section 280.36 relating to placing certain  
11 specified employees on administrative leave in the same manner as  
12 a school district.

13 Sec. 3. NEW SECTION. **280.36 Administrative leave.**

14 1. The board of directors of each school district and the  
15 authorities in charge of each accredited nonpublic school shall  
16 immediately place an employee on administrative leave if any of  
17 the following apply:

18 a. The employee has a case pending before the board of  
19 educational examiners related to the abuse of a child with a  
20 finding of probable cause.

21 b. While employed by the school district or accredited  
22 nonpublic school, the employee was involved in any criminal  
23 or civil action in which a court found that the employee was  
24 negligent, and the school district or accredited nonpublic school  
25 is investigating the employee's actions.

26 2. An employee placed on administrative leave pursuant to  
27 subsection 1 must remain on administrative leave until the  
28 case before the board of educational examiners or the school  
29 district's or accredited nonpublic school's investigation is  
30 complete.

31 EXPLANATION

32 The inclusion of this explanation does not constitute agreement with  
33 the explanation's substance by the members of the general assembly.

34 This bill requires school districts, accredited nonpublic  
35 schools, charter schools, and innovation zone schools to

1 immediately place an employee on administrative leave if the  
2 employee has a case pending before the board of educational  
3 examiners (BOEE) related to the abuse of a child with a finding  
4 of probable cause, or if, while employed by the school, the  
5 employee was involved in any criminal or civil action in which  
6 a court found that the employee was negligent and the school  
7 is investigating the employee's actions. An employee placed  
8 on administrative leave pursuant to the bill's provisions must  
9 remain on administrative leave until the case before the BOEE or  
10 the school's investigation is complete.

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