

Personnel

Series 400

Policy Title: Recognition for Service of Employees

Code No. 401.8

The Board recognizes and appreciates the service of its employees. Employees who retire may be honored by the Board, administration and staff in an appropriate manner.

A small token of appreciation not to exceed \$150 for forty years or more of service to the District, and \$75 for retirees with 15 years or more of service to the District may be awarded as appropriate.

The district may honor employees for their years of service in the following manner: a small token of appreciation not to exceed \$5 for year of service, \$15 for five years of service, \$25 for ten years of service, \$35 for 15 years of service, \$50 for 20 years of service, \$75 for 25 years of service, \$100 for 30 years of service, \$125 for 35 years of service and \$150 for 40 years of service.

This is considered by the Board a proper outlay for a public purpose, which purpose is to bring about better and more efficient service in education, by improving personnel and morale, through retention of faithful and experienced employees.

Adopted: November 8, 1999

Legal Reference: (Code of Iowa)

Reviewed: January 21, 2008  
July 13, 2015

Iowa Const. Art. III, ' 31. Iowa Code  
'279.8 (1995). 1980 Op. Att'y Gen. 102.  
Talbot vs. Independent School District,  
230 Iowa 949, 962, 229 NW 556 (1941)

Amended: July 14, 2008  
May 15, 2017  
July 16, 2018

Cross Reference: 407 - Licensed Employee Termination of Employment  
413 - Classified Employee Termination of Employment