

Personnel

Series 400

Policy Title Licensed Employee Continuing Contracts

Code No. 405.4

Contracts entered into with licensed employees, other than an administrator, will continue from year to year unless the contract states otherwise, is modified by mutual agreement between the board and the employee, or the contract is terminated by the board.

The first three years of a new licensed employee's contract is a probationary period unless the employee has already successfully completed the three-year probationary period in an Iowa school district. New employees who have successfully completed a probationary period in a previous Iowa school district will serve a one-year probationary period. In the event of termination of the employee's contract during this period, the board will afford the licensed employee appropriate due process. The action of the board will be final.

Licensed employees whose contracts will be recommended for termination by the board will receive notice prior to April 30. The superintendent will make a recommendation to the board for the termination of the licensed employee's contract.

Licensed employees who wish to resign, to be released from a contract, or to retire must comply with board policies in those areas.

Adopted: Fall 1969

Legal Reference: (Code of Iowa)

Reviewed: March 17, 2008
March 18, 2013
April 17, 2017

Amended: April 7, 2008

Cross Reference: 405.3-Lic. Emp. Individual Contracts
407-Lic. Emp. Termination of Employment

Ar-We-Va Community School District v. Long and Henkenius, 292 N.W.2d 402 (Iowa 1980). Bruton v. Ames Community School District, 291 N.W.2d 351 (Iowa 1980). Hartman v. Merged Area VI Community College, 270 N.W.2d 822 (Iowa 1978). Keith v. Community School District of Wilton in the Counties of Cedar and Muscatine, 262 N.W.2d 249 (Iowa 1978). Iowa Code §§ 20; 272; 279.12-19B, .27; 294.1 (2013).