

Code No. 405.9 LICENSED EMPLOYEE PROBATIONARY STATUS

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. New employees who have successfully completed a probationary period in a previous school district will serve a one year probationary period.

Only the board, in its discretion, may waive the probationary period. The board, may extend the probationary period for one additional year with the consent of the licensed employee. The board will make the decision to extend or waive a licensed employee's probationary status based upon the superintendent's recommendation. During this probationary period the board may terminate the licensed employee's contract at year-end or discharge the employee in concert with corresponding board policies.

Licensed employees may also serve a probationary period based upon their performance. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance as documented in the employee's evaluations and personnel file.

Legal Reference:

Iowa Code §§ 279.12 -.19B (1997).

Cross Reference:

405.4 Licensed Employee Continuing Contracts

405.8 Licensed Employee Evaluation

First Reading: July 18, 2018

Second Reading: August 20, 2018