

# Series 400 – Employees

Policy Title: CONTINUING CONTRACTS OF TEACHING/NURSING EMPLOYEES

Policy Code No. 402.3

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As provided by law contracts for all teaching/nursing employees will automatically continue for equivalent periods unless they are terminated or unless they are modified by mutual agreement between the Board of Directors and the staff member.

A teacher/nurse who has not accepted a contract for the ensuing school year may resign by filing a written resignation with the secretary of the Board of Directors. The resignation must be filed no later than the date specified by the Board of Directors for the return of the contract.

On or before April 30, the Board of Directors will issue contracts and request their return no earlier than 21 days after issue.

The Superintendent or designee shall notify teachers/nurses no later than April 30 that the Superintendent or designee will recommend to the Board of Directors that the employee's contract be terminated at the end of the current school year. The Superintendent or designee may at any time recommend an immediate discharge for cause that will become effective upon action by the Board of Directors.

Date of Adoption	03/29/1990
Review Date	04/27/2009
Revision Date	04/27/2009

Legal Ref.: Iowa Code, Chapter 20 as amended; 272A.6; 279.12 through 279.19; 279.23 through 279.25; 291.1; 294.1  
Iowa Administrative Code 640-3.1 (272A) et seq.  
Court Cases: Keith v. Comm. Sch. Dist. of Wilton, 262 N.W. 2d 249;  
Spelman v. Bd. of Directors of Davis County Comm. Sch. Dist. 253 N.W. 2d 593;  
Krause v. Bd. of Directors of Lamoni Comm. Sch. Dist. 231 N.W. 2d 626.

Cross Ref.: Board Policy  
402.1 Contracts of Certified Employees  
402.6 Evaluation of Certified Employees  
403.1 Resignation of Certified Employees