

Series 400 – Employees

Policy Title: LICENSED EMPLOYEE PROBATIONARY STATUS

Policy Code No. 405.9

The first three consecutive years of a licensed employee's contract is a probationary period unless the employee has already successfully completed a three-year probationary period in an Iowa school district. New employees who has successfully completed a probationary period in another Iowa school district will serve a two year probationary period. For purposes of this policy, an employee will have met the requirements for successfully completing a probationary period in another Iowa school district if, at the teacher's most recent performance evaluation, the teacher received at least a satisfactory or better evaluation and the individual has not engaged in conduct which would disqualify the teacher for a continuing contract.

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 the end of the year without cause or immediately discharge the employee consistent with applicable law and board policies.

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Legal Ref.: Iowa Code §§ 279

Cross Ref.: 405.4 Licensed Employee Continuing Contracts
405.8 Licensed Employee Evaluation