

Series 400 – Employees

Policy Title: TEACHER/NURSE PROBATIONARY STATUS

Policy Code No. 402.2

The first three years of a teacher's/nurse's employment shall be a probationary period unless the employee has already successfully completed a three-year probationary period in another Iowa school district. A teacher/nurse who has successfully completed a three-year probationary period in another Iowa school district will serve a one-year probationary period.

Only the Board of Directors may waive the probationary period. The Board of Directors may extend the probationary period for one additional year with the consent of the teacher. The Board of Directors will make the decision to extend or waive a teacher's/nurse's probationary status based upon the Superintendent's or designee's recommendation. During this probationary period the Board of Directors may terminate the teacher's/nurses's contract at year-end or discharge the employee in concert with corresponding Board policies.

Teachers/nurses 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.

In case a probationary teacher's/nurse's contract is terminated, the Board of Directors' decision will be final and binding unless the termination was based upon an alleged violation of a constitutionally guaranteed right of the teacher/nurse.

Date of Adoption	02/11/2002
Review Date	04/27/2009
Revision Date	04/27/2009

Legal Ref.: Iowa Code §§ 279.12-.19B (1997)

Cross Ref.: