

# Board Policy

Code No. 302.2

## **SUPERINTENDENT CONTRACT AND CONTRACT NON-RENEWAL**

The length of the contract for employment between the Superintendent and the Board shall be determined by the Board. The contract will begin on July 1 and end on June 30. The contract shall state the terms of the employment, and shall not exceed three years.

The first two consecutive years of a contract issued to a newly employed Superintendent shall be considered a probationary period. The Board may waive this period or the probationary period may be extended for an additional one year upon the consent of the Superintendent. In the event of termination of a probationary or non-probationary contract, the Board of Directors shall afford the Superintendent appropriate due process, including notice on or before May 15. The Superintendent and Board may mutually agree to terminate the Superintendent's contract at any time.

If the board does not take action to renew a Superintendent's contract, the contract will be extended automatically for an additional one-year period beyond the end of its term, except and until the contract is modified or terminated by mutual agreement of the Board and the Superintendent or terminated consistent with statutory termination procedures.

It shall be the responsibility of the Board to provide the contract for the position of Superintendent. The board may issue a temporary and/or one-year, nonrenewable contract in accordance with the law.

If the Superintendent wishes to resign, to be released from a contract, or to retire, the Superintendent must comply with all applicable laws and board policies.

*Legal References:*            *Iowa Code § 279.*  
                                      *281 I.A.C.12.4 (4)*

*Cross References:*        *302 Superintendent*

*Approved: April 22, 1991*

*Reapproved: February 7, 1994*  
*May 5, 1997*  
*July 10, 2000*  
*February 3, 2003*  
*June 19, 2006*  
*February 1, 2010*

*Revised: July 10, 2000*  
*February 20, 2018*