

Board Policy

Code No. 303.3

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.

The first two (2) years of a contract issued to a newly employed Superintendent shall be considered a probationary period. The Board may waive this period or extend it for an additional 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 by May 15th. 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. It may be modified or terminated as mutually agreed to by the parties or terminated consistent with statutory termination procedures.

It shall be the responsibility of the Board to provide the contract for the position of Superintendent.

If the Superintendent wishes to resign, to be released from a contract, or to retire, the Superintendent must comply with board policies dealing with retirement, release or resignation.

*Legal References: Iowa Code § 279.20, .22-.25 (1989)
281 I.A.C. 11.4 (9)
281 I.A.C. 12.4 (4)*

*Cross References: 304 Administrative Team
305 Reduction in Administrative Personnel
407 Licensed Employee Termination of Employment*

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