ADMINISTRATOR CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between an administrator and the board will be determined by the board and stated in the contract. The contract will also state the terms of the employment.

The first two years of a contract issued to a newly employed administrator will be considered a probationary period. The board may waive this period. The probationary period may be extended for an additional year upon the consent of the administrator. In the event of termination of a probationary or nonprobationary contract, the board will afford the administrator appropriate due process, including notice by March 15. The administrator and board may mutually agree to terminate the administrator's contract.

If an administrator's contract is not being decidedly terminated or extended by March 15 by the board, the contract will be extended automatically for additional one-year periods beyond the end of its term until it is modified or terminated as mutually agreed to by the parties or until the administrator's contract is terminated consistent with statutory termination procedures.

It is the responsibility of the superintendent to create a contract for each administrative position.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with board policies regarding the areas of resignation, release or retirement.

NOTE: May 15 is the date established by law. The board may select an earlier date but not a later date.

Legal Reference: Martin v. Waterloo Community School District, 518 N.W. 2d 381 (Iowa 1994).
                     Cook v Plainfield Community School District, 301 N.W. 2d 771 (Iowa App. 1980).
                     Board of Education of Fort Madison Community School District v Youel, 282 N.W. 2d 677 (Iowa 1979).
                     Briggs v Board of Education of Hinton Community School District, 282 N.W. 2d 740 (Iowa 1979).
                     Iowa Code §§ 279.20, .22-.25 (2007).
                     281 I.A.C. 12.4(4), .4(7).

Cross Reference: 303   Administrative Employees

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