

Licensed Employee Probationary Status

The first three years of a new licensed employee's contract shall be a probationary period unless the employee has already successfully completed a statutory probationary period in an Iowa school corporation. New employees who have successfully completed such a statutory probationary period will serve a one year probationary period. For purposes of this policy, an employee will have met the requirements for successfully completing a statutory probationary period in an Iowa school corporation if the licensed employee completed a statutory probationary period there, received at least a satisfactory or better evaluation at the most recent evaluation during that probationary period, and 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 Administrator's recommendation. During this probationary period the board may terminate the licensed employee's contract at year-end or discharge the employee in concert with corresponding board policies and Iowa law.

Legal Reference:

Iowa Code §§ 279.12-.19B (1999)

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