

POLICY: 301.4

SUPERINTENDENT CONTRACT, CONTRACT NONRENEWAL, AND DISCHARGE

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 employment.

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

If a Superintendent's contract is not being renewed by the Board, the contract will extend 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 Superintendent's contract is terminated consistent with statutory termination procedures.

The Superintendent's contract may be terminated for just cause, at any time. It shall be the responsibility of the Board to provide the contract for the position of Superintendent. The Superintendent shall be notified in writing that the board voted to consider termination of the contract as set forth in Iowa Code Chapter 279.

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

LEGAL REFERENCE: Cook v. Plainfield Comm. School District, 301 N.W. 2d 771
(Iowa App. 1980)
Board of Education of Fort Madison Comm. School District v. Youel, 282 N.W. 2d 677
(Iowa 1979).
Briggs v. Board of Directors of Hinton Comm. School District, 282 N.W. 2d 740 (Iowa 1979)
Luse v. Waco Comm. School District of Henry Co., 258 Iowa Code 1087, 141 N.W. 2d 607
(1966)
Iowa Code §§ 21.5(1) (i); 279.20, .22-.25 (1995). 281 I.A.C. 12.4 (4).

Adopted: 05/09/89
Revised: 09/18/00, 02/08/21
Reviewed: 09/18/00, 02/01/07, 01/09/12, 10/23/17