

ADMINISTRATIVE CONTRACT AND CONTRACT NON-RENEWAL

The Board shall have the discretion to determine the appropriate number of administrative personnel and their assignments as appropriate according to licensure and approvals. When considering a reduction in administrative personnel, the Board shall consider the number of students to be enrolled, the condition of the facilities, the economic condition of the District, the reassignment of duties among other administrative personnel, and other factors deemed relevant by the Board. The Board shall consider the skills, ability, competence, experience, effectiveness, licensure, and qualifications of the administrators to do the available work, as well as other factors deemed relevant by the Board in making reductions of administrative personnel.

In considering building level assignments, individuals identified as “assistants” will be considered as being in a different category from individuals designated as the “head” administrator of the building.

An administrator whose contract is to be terminated must be notified in writing by certified mail or by personal delivery. Said notification shall contain a short and plain statement of reason(s) which shall be just cause, why the recommendation is being made. The notification shall be complete when received by the administrator.

The due process procedures for termination under this policy shall be as provided under Section 279.24 of the Code of Iowa.

Board decisions are final and binding for any probationary administrator unless a constitutional right has been violated.

An administrator may be discharged at any time for just cause in accordance with Section 279.25 of the Code of Iowa.

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