

SUPERINTENDENT CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between the superintendent and the board is determined by the board. The contract will begin on July 1 and end on June 30. The contract will state the terms of employment and shall not exceed three years.

The first three consecutive years of a contract issued to a newly employed superintendent is 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 will afford the superintendent appropriate due process, as required by law. The superintendent and board may mutually agree to terminate the superintendent's contract at any time.

It is the responsibility of the board to provide the contract for the superintendent. The board may issue a temporary and nonrenewable contract in accordance with law.

If the superintendent wishes to resign, to be released from a contract, or to retire, the superintendent must comply with applicable law and board policies.

Legal Reference: Martin v. Waterloo Community School District, 518 N.W. 2d 381 (Iowa 1994).
Cook v Plainfield Comm. 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 Directors of Hinton Comm. School District, 282 N.W.2d 740 (Iowa 1979).
Luse v. Waco Comm. School District of Henry Co., 258 Iowa 1087, 141 N.W.2d 607 (1966).
Iowa Code §279. 281 I.A.C. 12.4

Cross Reference: 302.8 Superintendent Consulting/Outside Employment

Approved: January 8, 1973

Reviewed: September 6, 1977; December 8, 1986; August 14, 1995; October 13, 2003; July 8, 2013; June 10, 2019; February 12, 2024

Revised: December 14, 1998; January 11, 2010; March 6, 2018