

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 three consecutive years of a contract issued to a newly employed administrator will be considered a probationary 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, as required by law. The administrator and board may mutually agree to terminate the administrator's contract.

It is the responsibility of the superintendent to create a contract for each administrative position. The board may issue temporary and nonrenewable contracts in accordance with law.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with applicable law and board policies.

**NOTE: May 15 is the date established by Iowa law for notice of board action to consider termination of an administrator's contract. The board may select an earlier date, but may not select 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.  
~~281 I.A.C. 12.4(4), .4(7).~~

Cross Reference: 303 Administrative Employees

Approved \_\_\_\_\_ Reviewed 7/10/2023 Revised 7/10/2023