

STAFF PERSONNEL - Series 400

405 Licensed - General

405.7 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 the three year probationary period. New employees who have successfully completed a probationary period in a previous school district will serve a one year probationary period.

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 superintendent's recommendation. During this probationary period the Board may terminate the licensed employee's at year-end or discharge the employee in concert with corresponding Board policies.

Licensed employees may also serve a probationary period based upon their performance. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance as documented in the employee's evaluations and personnel file.

Adoption Date: December 12, 2000

Review Date: May 9, 2011

Revision Date:

Legal Reference: Iowa Code Section 279.12-.19B (1997).

Cross References: 405.9 Licensed Employee Continuing Contracts
405.14 Licensed Employee Evaluation