

Policy 405.09: Certified Employee Probationary Status

Status: ADOPTED

Original Adopted Date: 11/01/2000 | **Last Revised Date:** 02/02/2022 | **Last Reviewed Date:** 02/02/2022

The first three years of a new certified employee's contract shall be a probationary period unless the employee has already successfully completed the three-year probationary period in an Iowa District. New employees who have successfully completed a probationary period in a previous Iowa District will serve a one-year probationary period.

For purposes of this policy, an employee will have met the requirements for successfully completing a probationary period in another Iowa District if, at the teacher's most recent performance evaluation, the teacher received at least a satisfactory or better evaluation and the individual has not engaged in conduct which would disqualify the teacher for a continuing contract.

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 certified employee's probationary status based upon the superintendent's recommendation. During this probationary period the Board may terminate the certified employee's contract at year-end or discharge the employee in concert with corresponding board policies.

Certified 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.
