

Title: Licensed Personnel Probation and Employment Contract

Licensed employees new to the Council Bluffs Community School District shall be on probationary status for the first three (3) years of their employment unless the employee has already successfully completed the probationary period in an Iowa public school district. New employees who have successfully completed a probationary period in a previous Iowa public school district shall have a probationary period not to exceed two years. For purposes of this policy, an employee will have met the requirements for successfully completing a probationary period in another Iowa public school 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.

A teacher has not successfully completed a probationary period if the teacher:

- Has never taught
- Was asked to resign during his or her probationary period
- Was "counseled out" during his or her probationary period
- Left employment before the probationary period expired
- Was terminated from employment during the applicable probationary period
- Served a probationary period in an out-of-state school
- Served a probationary period in a private school

Licensed candidates who claim to have successfully completed a probationary period must provide proof of such at the time of their application. Only the Board of Directors, in its discretion and upon the recommendation of the Superintendent, 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 contract at year-end or discharge the employee in concert with corresponding board policies.

Contracts with licensed personnel employed by the Board of Directors shall be in writing and shall state the number of contract days, the annual compensation to be paid, and any other matters as may be mutually agreed upon.

The contract is invalid if the employee is under contract with another board of directors

Title: Licensed Personnel Probation and Employment Contract

during the same time period until a release from the other contract is achieved.

The contract shall remain in force and effect for the period stated in the contract and shall be automatically continued for equivalent periods except as modified or terminated by mutual agreement of the Board of Directors and the employee or as terminated in accordance with the provisions specified in Iowa Code Chapter 279.

Approved: November 17, 1987

Reviewed: May 6, 1997  
March 26, 2013

Revised: February 24, 2004  
March 24, 2009  
June 25, 2019  
July 23, 2024