

Contract and Contract Renewal

The Board of Directors of a school district may employ a superintendent of schools for a term of not to exceed three years. However, the Board's initial contract with a superintendent shall not exceed one year if the Board is obligated to pay a former superintendent under an unexpired contract. The superintendent shall be the executive officer of the Board and have such powers and duties as may be prescribed by rules adopted by the Board or by law.

The first three 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, the Board will afford the superintendent appropriate due process, including notice by May 15. The superintendent and Board may mutually agree to terminate the superintendent's contract at any time.

If a superintendent's contract is not being renewed by the Board, the contract will be extended automatically for additional one-year periods beyond the end of its term until it is modified or terminated as mutually agreed to by the parties or until the superintendent's contract is terminated consistent with statutory termination procedures.

It is the responsibility of the Board to provide the contract for the superintendent.

If the superintendent wishes to resign, to be released from a contract, or to retire, the superintendent must comply with Board policies dealing with retirement, release, or resignation.

Code of Iowa: §§ 21.5(1)(i); 279.20, .22-.25
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 Directors of Hinton Community School District, 282 N.W.2d 740 (Iowa 1979)
Luse v. Waco Community School District of Henry Co., 258 Iowa 1087, 141 N.W.2d 607 (1966)

Iowa Administrative Code: 281 12.4(4)

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