

### **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 probationary period in an Iowa public school district. New employees who have successfully completed a probationary period in a previous Iowa public school district will serve a two year probationary period. For purposes of this policy, an employee will have met the requirements for successfully completing a probationary period in another Iowa 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.

Only the Board of Education, 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 contract 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.