

## SUPERINTENDENT CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between the superintendent and the board is determined by the board. The contract will begin on July 1 and end on June 30. The contract will state the terms of employment and shall not exceed three years.

The first three consecutive 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 of a probationary or nonprobationary contract, the board will afford the superintendent appropriate due process, as required by law. The superintendent and board may mutually agree to terminate the superintendent's contract at any time.

It is the responsibility of the board to provide the contract for the superintendent. The board may issue a temporary and nonrenewable contract in accordance with the law.

If the superintendent wishes to resign, to be released from a contract, or to retire, the superintendent must submit a written resignation to the Board Secretary on or before May 1 or by the date designated for return in the contract whichever is earlier. The superintendent must comply with applicable law and board policies.

**NOTE: May 15 is the date established by Iowa law for notice of board action to consider termination of an administrator's contract. The board may select an earlier date but not a later date.**

Legal Reference:     *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 Code §§ 281 I.A.C. 12-

Cross Reference:     302     Superintendent

Approved August 12, 2013   Reviewed October 11, 2021   Revised 8/14/2017

OGDEN COMMUNITY SCHOOL DISTRICT BOARD OF DIRECTORS