

**Policy 405.2: Licensed Employee Qualifications,
Recruitment, Selection**

Status:
ADOPTED

Original Adopted
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Section 279.13 of the Code of Iowa states: "1. Contracts with teachers, which for the purpose of this section means all licensed employees of a school district and nurses employed by the Board, excluding superintendents, assistant superintendents, principals, and assistant principals, 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 may include employment for a term not exceeding the ensuing school year, except as otherwise authorized.

The contract is invalid if the teacher is under contract with another board of directors to teach during the same time period until a release from the other contract is achieved. The contract shall be signed by the president of the board, or by the superintendent if the board has adopted a policy authorizing the superintendent to sign teaching contracts, when tendered, and after it is signed by the teacher, the contract shall be filed with the secretary of the board before the teacher enters into performance under the contract.

2. 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 teacher or as terminated in accordance with the provisions specified in this chapter. A contract shall not be offered by the employing board to a teacher under its jurisdiction prior to March 15 of any year. A teacher who has not accepted a contract for the ensuing school year tendered by the employing board may resign effective at the end of the current school year by filing a written resignation with the secretary of the board. The resignation must be filed not later than the last day of the current school year or the date specified by the employing board for return of the contract, whichever date occurs first. However, a teacher shall not be required to return a contract to the board or to resign less than twenty-one days after the contract has been offered.

3. If the provisions of a contract executed or automatically renewed under this section conflict with a collective bargaining agreement negotiated under chapter 20 and effective when the contract is executed or renewed, the provisions of the collective bargaining agreement shall prevail."

Legal Reference: Harris v. Manning Independent School District, 66 NW2d 438 (1954).
Shackelford v. District Township of Beaver, Polk Co., 212 NW 467 (1927).
Burkhead v. Independent School District of Independence, 77 NW 491 (1898).
Af-We-Va Community School District v. Long and Henkenius, 292 N.W.2d 402 (Iowa 1980).

Burton v. Ames Community School District, 291 N.W.2d 351 (Iowa 1980).
Hartman v. Merged Area VI Community College, 270 N.W.2d 822 (Iowa 1978).
Keith v. Community School District of Wilton in the Counties of Cedar and
Muscatine, 262 N.W.2d 249 (Iowa 1978).
Iowa Code ch. 20; 272; 279.12-.19B, .27; 294.1 (2013).

Cross Reference :

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