

RENEWABLE CONTRACTS

DATES (Adopted/Revised)	GUIDE WORDS
Adopted August, 1973 Revised August, 1976 Revised May, 1983 Revised July, 1984 Revised July, 1988 Revised April, 2009	Contract Probation Discharge Evaluation Idaho Code 33-515 Probation Reassignment Reduce Salary

Employment of certificated personnel in School District No. 25 beyond the three continuous years of employment will be employed on a renewable status contract pursuant to the provisions of Idaho Code, Section 33-515:

During the third full year of continuous employment by the District, each certificated employee named in subsection 13 of section 33-1001, Idaho Code and each school nurse and school librarian shall be evaluated for a renewable contract and shall, upon having been offered a contract for the next ensuing year, having given notice of acceptance of renewal and upon signing a contract for a fourth full year, be placed on a renewable contract status with said school district subject to the provisions included in this chapter.

After the third full year of employment and at least once annually, the performance of each such certificated employee, school nurse, or school librarian shall be evaluated according to criteria and procedures established by the board of trustees in accordance with general guidelines approved by the state board of education. Except as otherwise provided, that person shall have the right to automatic renewal of contract and notice of contract status, salary and duration, for the next ensuing school year, pursuant to the applicable provisions of the Idaho Code.

Failure of an employee to timely return their contract of employment, pursuant to provisions of the Idaho Code, may be interpreted by the Board as a declination of the right of automatic renewal of the teaching contract.

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The length and duration of any contract automatically renewed under the provisions of this section shall be pursuant to the applicable provisions of the Idaho Code.

Nothing herein shall prevent the Board of Trustees from offering a renewed contract increasing the salary of any certificated person, or from reassigning administrative or supervisory employees to classroom teaching duties or removing an extra duty assignment from a certificated employee with appropriate reduction of salaries from pre-existing salary levels.

Before a Board of Trustees can determine not to renew for reasons of an unsatisfactory report of the performance of any certificated person whose contract would otherwise be automatically renewed, or to renew the contract of any such person at a reduced salary, such person shall be entitled to a reasonable period of probation. This period of probation shall be preceded by a written notice from the board of trustees with reasons for such probationary period and with provisions for adequate supervision and evaluation of the person's performance during the probationary period. Such period of probation shall not affect the person's renewable contract status. Consideration of probationary status for certificated personnel is consideration of the status of an employee within the meaning of section 67-2345, Idaho Code, and may be held in executive session. If the consideration results in probationary status, the individual on probation shall not be named in the minutes of the meeting. A record of the decision shall be placed in the teacher's personnel file.

If the Board of Trustees takes action to immediately discharge or discharge upon termination of the current contract a certificated person whose contract would otherwise be automatically renewed, or to renew the contract of any person at a reduced salary, the action of the Board shall be consistent with the procedures specified in section 33-513(5), Idaho Code, or any other applicable provision of the Idaho Code in the instance of a financial emergency, and furthermore, the Board shall notify the employee in writing whether there is just and reasonable cause not to renew the contract or to reduce the salary of the affected employee, and if so, what reasons it relied upon in that determination.

If the Board of Trustees, for reasons other than unsatisfactory service, for the ensuing contract year, determines to change the length of the term stated in the current contract, reduce the salary or not renew the contract of a certificated person whose contract would otherwise be automatically renewed, nothing herein shall require a probationary period.