

CONTRACTS - PROFESSIONAL PERSONNEL

DATES (Adopted/Revised)	GUIDE WORDS
Adopted July, 1977 Revised August, 1978 Revised July, 1984 Revised June, 2006	Board duties Certification Discharge Employment Evaluation Hearing Make-up time Probation Suspension

The Board of Trustees of School District No. 25 shall issue contracts to certificated personnel as outlined in Idaho Code.

Applicants for teaching positions with School District No. 25 who are issued a contract and employees who are on contract should recognize that their contract with the District carries responsibilities.

Employees (including those employees who have just signed their first contract) will not be released from contract during the school year unless a suitable replacement can be found. The Board may make exception to this rule for serious health problems.

Employees may, however, make a written request for release from contract during the school year or immediately prior to the start of the school year, stating the date of requested release. The request should be submitted to the Human Resources Department so that a search for a suitable replacement can be initiated. The request for release will be submitted to the Board at the time specified by the employee. If finding a replacement is not imminent, the Human Resources Department will advise the person submitting the request that the administration will recommend to the Board that the request be denied. The Human Resources Department will also give the person making the request the opportunity to hold the request until finding a suitable replacement is imminent at which time the resignation would then be submitted to the Board. (If no time is specified for the request to be submitted to the Board, it will be submitted when the administration feels that finding a suitable replacement is imminent. The person making the request will be advised of that action.)

A determination of availability of a suitable replacement will be made by the administration before recommendation will be made to the Board that the employee be released from contract. If, in the judgment of the administration, there is not a suitable replacement recommendation will be made that the Board NOT release the employee from contract.