

EMPLOYEES RECEIVING ANNUAL CONTRACTS

Category 1: A limited contract is specifically offered only for the duration of a school year, and this district is under no obligation to give further notice to terminate the contract at the conclusion of the contract year. The district is under no obligation to rehire the employee.

Category 2: If the board decides not to employ the certificated employee for the ensuing school year, the employee will be provided with a written statement of the reasons for non-reemployment on or before May 25. Because no property rights attach to a Category 2 employment contract, the employee is not entitled to a review by the board of the basis for the decision not to reemploy the individual.

Category 3: On or before May 25, the board will give written notice whether the employee will be reemployed for the ensuing school year. If the employee will not be rehired, the employee will be given the opportunity for an informal review of the board's decision, upon submitting a **written** request for an informal review. The district will follow the procedure for informal review set forth in the Policy #423 Certificated Employees: Informal Review Process.

Before a Category 3 employee can be considered for discharge as a result of unsatisfactory performance, the employee is entitled to a reasonable period of probation (not less than eight (8) weeks).

EMPLOYEES RECEIVING RENEWABLE CONTRACTS

Before the board can determine not to renew a contract for reasons of an unsatisfactory report of the performance of any certificated person whose contract would otherwise automatically be renewed, or to renew such employee's contract at a reduced salary, the employee will be entitled to a reasonable period of probation. If the discharge is for reasons other than an unsatisfactory report of performance, the board is not required to establish a reasonable period of probation for the employee.

DISCHARGE OR REDUCTION OF SALARY PROCEDURES

When the board: 1) discharges any certificated employee (renewable or annual contract) for any reason during the current contract period; 2) does not renew any renewable contract employee at the end of the contract period, or 3) renews the contract of a renewable contract employee at a reduced salary, the procedures as outlined in the current Idaho Code 33-513 will be followed.



LEGAL REFERENCE:

Idaho Code Sections

33-513

33-514

33-514A

33-515

FIRST READING: April 9, 2001

ADOPTED: May 15 2001