

Policy Title:

Probationary Status

Code No. **401.10**

The first three consecutive years of employment of a licensed teacher and licensed administrator in the Cedar Falls Community School District shall be a probationary period, unless the employee has already successfully completed the probationary period as a licensed employee in another Iowa school district. Nonadministrative licensed employees who have previously successfully completed a probationary period in another Iowa school district will serve a two year probationary period in the Cedar Falls Community School District.

For purposes of this policy, a licensed employee shall be deemed to have met the requirements for successfully completing a probationary period in another Iowa school district if the licensed employee was employed in the prior district for the requisite number of years, received a satisfactory or better evaluation for the most recent formal evaluation, and the licensed employee has not engaged in conduct which would disqualify the licensed employee from receiving a continuing contract from the prior district.

The first three years of an administrator shall be a probationary period.

Only the District, at its discretion, may waive the probationary period for any licensed teacher who has previously served a probationary period in another Iowa school district.

The District may extend the probationary period for one additional year with the consent of the licensed teacher or licensed administrator. The District will make the decision to extend or waive a licensed employee's probationary status based upon the superintendent or designee's recommendation.

Employees in any licensed, classified, supervisory, or professional job classification may also serve a probationary period based upon their performance. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance or conduct as documented.

Date of Adoption: July 11, 1977

Date of Revision: May 8, 1989
November 11, 1996
October 12, 1998
December 13, 1999
November 25, 2002
September 8, 2008
April 22, 2013
August 8, 2016
September 11, 2017