

LICENSED EMPLOYEE CONTRACT RELEASE

Licensed employees who wish to be released from an executed contract must give at least twenty-one days notice to the superintendent. Licensed employees may be released at the discretion of the board. Only in unusual and extreme circumstances will the board release a licensed employee from a contract. The board will have sole discretion to determine what constitutes unusual and extreme circumstances.

Release from a contract will be contingent upon finding a suitable replacement. Licensed employees requesting release from a contract after it has been signed and before it expires may be required to pay the board the cost of advertising incurred to locate and hire a suitable replacement. Upon written mutual agreement between the employee and the superintendent, the costs may be deducted from the employee's salary. Payment of these costs is a condition for release from the contract at the discretion of the board. Failure of the licensed employee to pay these expenses may result in a cause of action being filed in small claims court.

The superintendent is required to file a complaint with the Iowa Board of Educational Examiners against a licensed employee who leaves without proper release from the board.

Legal Reference: Iowa Code §§ 216; 272; 279.13, .19A, .46.

I.C. Iowa Code	Description
Iowa Code § 216	<u>Civil Rights Commission</u>
Iowa Code § 272	<u>BoEE</u>
Iowa Code § 279.13	<u>Directors - Powers and Duties - Contracts with Teachers</u>
Iowa Code § 279.19A	<u>Directors - Powers and Duties - Extracurricular Contracts</u>
Iowa Code § 279.46	<u>Directors - Powers and Duties-Retirement Incentives</u>
Cross References	

Code	Description
405.03	<u>Licensed Employee Individual Contracts</u>
405.04	<u>Licensed Employee Continuing Contracts</u>
407.03	<u>Licensed Employee Retirement</u>

Approved _____ Reviewed 10/21/13, 10/17/16, 6/17/19, 6/13/22 Revised 10/18/04