

## **Coeur d'Alene School District No. 271**

### **PERSONNEL**

**5105P**

#### Notice of Contract Renewal

The district may employ certificated personnel during their first three (3) years of employment in the district per Idaho Code:

CATEGORY 1: A limited one-year contract for certificated personnel specifically offered after August 1<sup>st</sup> for the duration of the ensuing school year or the spouse of a Trustee hired under the limited provisions of Section 33-507(3), Idaho Code. The district may terminate the contract at the end of the contract year without any additional notice to the employee.

CATEGORY 2: A limited contract for certificated personnel in the first or second year of continuous employment with the district. Property rights do not attach to a Category 2 contract. 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 no later than July 1<sup>st</sup>. The employee is not entitled to a review by the board of any reasons or decisions reached not to reemploy the individual.

CATEGORY 3: A limited contract for certified personnel during the third year of continuous employment with the district. 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.

#### Renewable Contracts

For those certificated employees who have been employed by this district for three (3) or more full years of continuous service, that person will have the right to automatic renewal of contract by giving notice, in writing, of acceptance of renewal. The notice will be given to the board not later than the first (1st) day of June. The board will notify each person entitled to a renewable contract not later than the fifteenth (15th) day of May.

Any contract automatically renewed will be for the same length as the term stated in the current contract and at a salary no lower than that specified therein, to which will be added such increments as may be determined by statutory or regulatory rights of the employee by reason of training, service or performance.

The Board has the right to offer a renewable contract increasing the salary of any certificated employee, or to reassign administrative or supervisory employees to classroom teaching duties, or to remove an extra duty assignment from a certificated employee with appropriate reduction of salaries from preexisting salary levels.

If the Board, for reasons other than unsatisfactory service, for the next contract year, decides to change the length of the terms stated in the current contract, to reduce the salary or to not renew the contract of a certificated employee whose contract would otherwise be automatically renewed, a probationary period is not required.

**Retired Personnel:** School districts may employ certificated personnel receiving retirement benefits from the public employee retirement system of Idaho, except those who received benefits under the early retirement program previously provided by the State, as at-will employees.

Contracts for retired teachers are specifically offered for the limited duration of the ensuing school year, and no further notice is required by the District to terminate the contract at the conclusion of the contract year.

Procedure History:

Promulgated on: 11/2/15

Revised on: 11/7/16