



Board Policy 406: Employer/Employee Relationship

Personnel

Employees Covered by Chapter 279 of the Code of Iowa

Instructional personnel and administrators who supervise instructional personnel will receive contracts in accordance with the Code requirements. The Board approves the faculty collective bargaining agreement, which then authorizes Administration to issue individual employment contracts, signed by the Board President, of which the signed originals are filed with the Human Resources Department.

Contracts will also be issued to individuals hired to coach athletic sports. Contracts will be issued for a single school year.

Benefit Eligible Non-Faculty Employees

Staff not covered by Chapter 279 will receive at the time of hire an offer letter indicating their status as at-will employees.

Date of Review: June 11, 2025

Date of Revision: June 11, 2025

Date of Adoption: February 21, 1977

Legal Reference

None

Related Administrative Rules and Regulations

None

Revision History

August 9, 2023; October 10, 2018; July 9, 2014; July 8, 2009; June 23, 2008; March 13, 2002; December 9, 1998; February 9, 1994; September 9, 1992; December 9, 1987

Formerly Board Policy 405; Board Policy 403