

Board Policy Document

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## **STAFF PERSONNEL**

### ***Series 400***

**Policy Title: Termination/Discharge of Non-certified Employees**

**Code Number: 403.3**

This policy applies to the discharge of all employees not covered by the provisions of Iowa Code Chapter 279, and to all terminations/discharges not covered by the staff reduction provisions of a collective bargaining agreement to which the District is a party. Substitute teachers, substitute administrators and non-certified employees who are not covered under Iowa Code Chapter 279 shall be considered employees at will. The Board grants the Superintendent the authority to terminate/discharge the employment of any such employee.

See Board Policy 431—Personnel—Grievance Procedures.

First Adoption: January 10, 1984  
Revision Adoption: February 11, 1997/September 28, 1999/  
May 11, 2004/January 28, 2008  
Legal Reference: Iowa Code §20.9-20.10