

# **406.04 Certificated Employee Continuing Contracts**

Friday, August 11, 2023

## **CERTIFICATED EMPLOYEE CONTINUING CONTRACTS**

Contracts entered into with certificated employees, other than an administrator, will continue from year to year unless the contract states otherwise, is modified by mutual agreement between the board and the employee, or the contract is terminated by the board.

The first three years of a continuing contract issued to a newly employed certificated employee shall be considered a probationary period. In the event of termination of the employee's contract during this period, the board shall afford the certificated employee appropriate due process. The action of the board will be final.

Certificated employees whose contracts will be recommended for termination, amendment or nonrenewal by the board will receive notice prior to April 15. The superintendent shall make a recommendation to the board for the termination of the certificated employee's contract.

Within seven calendar days (7) after receiving of a notice that his or her contract will be amended, terminated, or not renewed, a certified employee may make a written request to the secretary of the board of education or the superintendent of schools for a hearing before the board of education or a panel of the board of education.

Certificated employees who wish to resign, to be released from a contract, or to retire must comply with board policies and contract language in those areas.

Legal Reference:

Neb. Statute 79-824 to 842

Cross Reference:

## 408 Certificated Employee Termination of Employment