

**279.19 Probationary period.**

The first three consecutive years of employment of a teacher in the same school district are a probationary period. However, if the teacher has successfully completed a probationary period of employment for another school district located in Iowa, the probationary period in the current district of employment shall not exceed one year. A board of directors may waive the probationary period for any teacher who previously has served a probationary period in another school district and the board may extend the probationary period for an additional year with the consent of the teacher.

In the case of the termination of a probationary teacher’s contract, the provisions of [sections 279.15](#) and [279.16](#) shall apply. However, if the probationary teacher is a beginning teacher who fails to demonstrate competence in the Iowa teaching standards in accordance with [chapter 284](#), the provisions of [sections 279.17](#) and [279.18](#) shall also apply.

The board’s decision shall be final and binding unless the termination was based upon an alleged violation of a constitutionally guaranteed right of the teacher or an alleged violation of public employee rights of the teacher under [section 20.10](#).

Notwithstanding any provision to the contrary, the grievance procedures of [section 20.18](#) relating to job performance or job retention shall not apply to a teacher during the first two years of the teacher’s probationary period. However, this paragraph shall not apply to a teacher who has successfully completed a probationary period in a school district in Iowa.

[C77, 79, 81, §279.19]

[98 Acts, ch 1215, §43](#); [98 Acts, ch 1216, §26, 41](#); [2001 Acts, ch 161, §18](#); [2002 Acts, ch 1152, §5](#)

Referred to in [§262.9](#), [§272.15](#), [§273.22](#), [§275.33](#), [§275.56](#), [§279.13](#), [§279.16](#), [§279.19A](#), [§279.19B](#), [§279.27](#), [§280.15](#), [§284.3](#)