

**279.19 Probationary period.**

1. 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 two years. 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.

2. In the case of the termination of a probationary teacher's contract, the contract may be terminated by the board of directors effective at the end of a school year without cause. The superintendent or the superintendent's designee shall notify the teacher not later than April 30 that the board has voted to terminate the contract effective at the end of the school year. The notice shall be in writing by letter, personally delivered, or mailed by certified mail. The notification shall be complete when received by the teacher. Within ten days after receiving the notice, the teacher may request a private conference with the school board to discuss the reasons for termination. The provisions of [sections 279.15](#) and [279.16](#) shall not apply to such a termination.

3. 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.

[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](#); [2017 Acts, ch 2, §35, 48, 49](#); [2017 Acts, ch 54, §41](#)

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

For provisions relating to applicability of 2017 amendment by 2017 Acts, ch 2, §35, to employment contracts of school employees under this chapter and collective bargaining agreements and procedures under chapter 20 before, on, or after February 17, 2017, see 2017 Acts, ch 2, §48, 49