

**CONTRACTS AVAILABLE UNDER IDAHO CODE §33-514 and §33-515
EFFECTIVE APRIL 1, 2001**

ANNUAL CONTRACTS §33-514, IDAHO CODE				
CONTRACT CATEGORY	USE OF CONTRACT	SUPPORT PROGRAM	EVALUATIONS REQUIRED BY CODE	DUE PROCESS REQUIREMENTS
Category 1 (also called Limited One Year)	Only used after August 1 of a school year	Yes	None Required	None – Contract has a specific end date
Replacement Contract (NOT provided for in Idaho Code-allowed by State Department)	Only used when hiring a professional employee to replace someone on a leave of absence – can be used at any time during the school year	Yes	None Required	None – Contract has a specific end date
Category 2	Used for professional employees in their <u>first year</u> of employment with the district or professional employees in their <u>second year</u> of continuous employment with the same school district	Yes	Two, with one completed prior to January 1	If district decides not to re-employ then must provide a written statement of reasons no later than May 25; no probationary period required; no entitlement to Board review of reasons not to re-employ
Category 3	Used for professional employees in their third year of continuous employment with the same school district. At the district's discretion, may also be used for newly hired professional employees who were on a renewable contract in their Idaho school district, or who had out-of-state experience which would qualify them for renewable status in Idaho. In this case, the professional employee may be continued on a Category 3 contract for 1, 2 or 3 years, at the district's discretion.	Yes	Two, with one prior to the beginning of second semester (another section of code says one evaluation must be completed prior to January 1)	If district decides not to re-employ or to discharge during the term of the contract, a probationary period of at least 8 weeks is required; district must notify employee in writing of areas of deficiency; district must notify in writing no later than May 25 whether it will re-employ; if district will not re-employ it must provide a statement of reasons; if requested by employee, Board must give an informal review – parameters of review are determined by the Board

RENEWABLE CONTRACT §33-515, IDAHO CODE				
CONTRACT CATEGORY	USE OF CONTRACT	SUPPORT PROGRAM	EVALUATIONS REQUIRED BY CODE	DUE PROCESS
Renewable Contract	<p>May only be used for: 1) a teacher who has <u>completed three full, continuous years in the same school district</u> and is offered a 4th contract; OR 2) a teacher who was initially hired on a Category 3 contract and has been determined to qualify for renewable contract status after the first, second, or third full, continuous year of employment with the same school district; OR 3) a teacher who is hired as a new employee to the district but is already on a renewable contract in another Idaho school district, or has out-of-state experience which would qualify him/her for renewable contract status in Idaho. In the Boise School District in the case of items 2) or 3), the Area Director must recommend such placement to the Superintendent for approval prior to issuance of a renewable contract. Once an employee is on renewable contract status, that status continues unless the employee severs his/her employment with the district, or the district discharges or non-renews the employee.</p>	No	One each year	<p>By May 15 of each year Board must notify teacher of his/her need to give notice of acceptance of renewal of contract by June 1, unless contracts have already been issued. If a teacher's renewable contract is to be non-renewed the Board must give a reasonable period of probation, with written notice for the reasons for probation and provisions for supervision and evaluation during the probationary period. If the teacher is to be non-renewed or discharged during the term of the contract, the specific requirements of §33-513(5), Idaho Code must be followed, including filing with the Board written notice specifying the reasons for discharge/non-renewal; scheduling a formal hearing with the Board; allowing the teacher to be represented at the hearing by legal counsel; and making an electronic record or stenotype record of the hearing.</p>