

**MEMORANDUM**

**To** Board of Regents  
**From:** Board Office  
**Subject:** Faculty Termination of Contract  
**Date:** April 12, 2004

---

**Recommended Action:**

Approve the recommendation of Superintendent Thurman for the termination of the continuing contracts of two teachers at Iowa Braille and Sight Saving School who have not obtained the requisite teaching licensure and/or certification.

---

**Executive Summary:**

Iowa Code identifies process	<u>Iowa Code</u> §§279.13 -16 specifies the required process for continuing contracts for probationary teachers, for providing notice of termination, and for holding private hearings before the Board.
Superintendent recommends termination	Superintendent Thurman has determined that two teachers have not obtained the teaching licensure and/or certification that was identified to them as a condition of their employment. Based on that determination, he is recommending termination of their continuing contracts.
Notice provided and hearings requested	Superintendent Thurman provided both teachers with the notice required by law. Both teachers have probationary contracts, and both have requested a private hearing before the Board.
Reasons in confidential exhibit	The Board has a confidential exhibit that provides the details regarding the Superintendent's recommendation of the termination of these two individuals' continuing contracts.

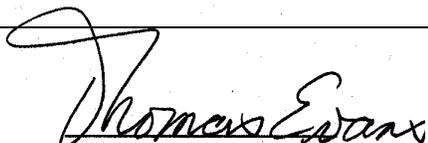
---

---

**Analysis:**

Superintendent met statutory requirements Superintendent Thurman has met the requirements of the Iowa Code §§ 279.13 -16 relative to the termination of these two probationary teachers. Therefore, approval of the Superintendent's recommendation is in order.

---

  
Thomas A. Evans

Approved:   
Gregory S. Nichols

H:/(hr/Apr2004/Apribss1)