

### RENEWAL/NON-RENEWAL OF ADMINISTRATIVE CONTRACTS

Prior to deciding whether or not to renew or extend an administrator's contract, the Superintendent **and/or Board shall, prior to April 1 of the current contract year:** **1) review the administrator's evaluation(s); and** 2) determine the extent to which the student performance and school improvement goals contained in the administrator's contract have been accomplished. If all goals have ~~not~~ been met satisfactorily, the Board may ~~choose not to~~ renew or extend the contract. **No multi-year performance-based contract shall be extended by the Board prior to its scheduled expiration unless satisfactory progress has been made with all the performance and improvement goals contained in the contract.**

~~In terminating the contract of an administrator, the~~ **The** Board of Education shall provide **an administrator with** notice **of its intent not to renew his or her contract, other than in the case of discharge for cause**, in accordance with the terms of the applicable contract and/or statute.

**For the Superintendent only, in the event that the Board determines that the Superintendent's contract shall not be renewed for the following school year, notice of intent not to renew his or her contract must be given in writing by April 1 of the contract year unless the contract specifically provides otherwise. Within 10 days after receipt of notice of intent not to renew a contract, the Superintendent may request a closed session hearing on the non-renewal. Said hearing shall be in accordance with Section 21.4 of the School Code.**

Upon non-renewal of a principal or **associate**/assistant principal's contract, ~~For principals, if the principal's evaluation, conducted in accordance with Policy 1530, concludes that a principal will not be re-employed for the next year, the principal or~~ **associate**/assistant principal will be reclassified in accordance with Section 10-23.8b of the School Code. ~~If the principal has completed two (2) or more years in the District and will be reclassified by demotion in rank or salary, written notice will be provided in accordance with the School Code by April 1<sup>st</sup> and the principal may request a private hearing with the Board to discuss the reasons for reclassification and may request a public hearing in accordance with the School Code.~~

~~It shall also advise the administrator, in writing, not less than thirty (30) days prior to the date it actually will act on the non-renewal, of its intent not to renew, the reasons for the non-renewal, and of his/her right to a meeting with the Board during the thirty day (30) period to discuss these reasons in closed or open session. The reasons for non-renewal shall not be arbitrary nor capricious.~~

**BOARD OF EDUCATION  
GENEVA COMMUNITY UNIT  
SCHOOL DISTRICT #304**

ADMINISTRATION  
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**The Board shall retain the authority to laterally transfer an administrator to position of similar rank and equal salary during the term of his/her Contract.**

105 ILCS 5/10-23.8  
105 ILCS 5/10-23.8a  
105 ILCS 5/24-12

Adopted 6/26/06  
Amended 5/27/08  
To Policy Committee 4/28/2014, Revised Collins  
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