

March 24, 2021



Security Monitoring and
Identity Restoration

Discounts for PEI members
and their families.

Visit the member area of the PEI
website for details!

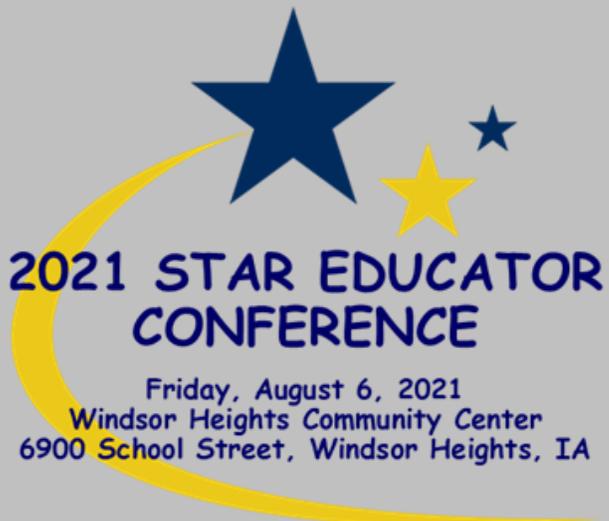
[Board of Educational Examiners](#)

[Iowa Department of Education](#)

[Public Employment Relations Board](#)

[Professional Educators of Iowa](#)

Save the Date!



**2021 STAR EDUCATOR
CONFERENCE**

Friday, August 6, 2021
Windsor Heights Community Center
6900 School Street, Windsor Heights, IA

Resignations: Use Extreme Caution

If you take nothing else from this article, please remember **you should never resign without first speaking with a PEI representative**. Our staff of experts will help you understand your rights under the law, as a resignation is generally *irrevocable*. It is not uncommon for teachers to experience administrative pressure to make a timely decision. Please understand this is one decision you should never rush. *Always* consult with a PEI representative before submitting a resignation.



What you might forfeit by resigning:

- Wages
- Benefits
- Health Care
- Right to a hearing before the School Board
- Right to appeal the School Board's decision in Court
- Unemployment Benefits
- Right to damages for a wrongful termination

When you sign a resignation, you can lose all of this and more.

Automatic renewal ([See Iowa Code 279.13](#))

Holding a contract that renews automatically is generally good for teachers. It means a teacher can assume they will continue their employment next year. Employment cannot be arbitrarily revoked by a School District, particularly for non-probationary teachers. For non-probationary teachers, your employer must have what would legally be considered a good reason (aka., "just cause") for non-renewal. A District must also give teachers a chance to be heard by the School Board in a formal proceeding. Unfortunately, the iron clad nature of a contract is a two-way street.

You may have already secured a position with a different employer. You might have plans to retire or to move to a different state. The problem is that the contract renews automatically, so doing nothing will still obligate you to return next year. While a District cannot end your employment without good reason, a teacher is likewise not allowed to abandon their obligations in the middle of the one-year contract. Near the end of each school year, you have a narrow window to decide if you want the contract to automatically renew as usual. You must provide timely notice if you are not returning. Do not miss this opportunity! Once the contract starts, you are locked-in for the full year. Be aware of the deadlines! **June 30** is the most important date to remember. Resigning after **June 30** may lead to a complaint with the Board of Educational Examiners for contract abandonment.

June 30 will also be listed as the effective date on most resignations because that is when the one-year contract ends. Be careful! While the Board of Educational Examiners requires you to provide notice by **June 30**, many Districts will require you to provide notice even sooner as a matter of local policy. The earliest a District can legally require a resignation to avoid automatic renewal is **April 5**. This is because by law a District cannot offer a contract prior to **March 15** and must give a teacher 21 days to decide if they want to resign after the offer. After their local deadline, a District might try to impose penalties. Stay vigilant and alert. Understand the weight and gravity of a resignation. And remember, **PEI is here to help!**

(This document is for general information purposes only and does not constitute legal advice)

The National Constitution Center

Resources

by Mike Cormack

Dyslexia: Different by Design

**Understanding the Most
Common Learning Disability**

Elizabeth Hoksbergen

**April 6, 13, 20, 27, & May 4th
6:00 pm to 9:00pm**

ZOOM ONLY

Graduate Credit Offered!

[Click here for more info](#)



The National Constitution Center is a respected museum and research center in Philadelphia, Pennsylvania on the U.S. Constitution. Part of their outreach efforts include programming directed to the general public, as well as students and teachers across the country. Their resources are free to utilize and educators can access them by [clicking here](#).

In addition, the website is reflective of the museum, with scores of neutral, objective materials to use, including an interactive program and exhibits as well as virtual tours. Access the National Constitution Center by [clicking here](#).

Finally, each year teachers across America are selected to be part of the Center's Teacher Advisory Council, with special educational opportunities and a small stipend provided for doing so. If you are interested or desire more information, contact Sarah Harris at Sharris@constitutioncenter.org.



**Scholarship
Deadline
April 1**

Apply now! PEI Foundation scholarships are available to teachers and students in the state of Iowa. Application deadline is April 1. Visit our website for more information! peiowa.org/foundation/scholarships/

**PROFESSIONAL
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515-221-2330

