

 Teacher Contract FY27

Sent 04/24/2026 At 12:02 PM By KELLY DISNEY

Employee completes the form | Form Entry | SOPHIA AL-KHANFAR

Submitted by SOPHIA AL-KHANFAR on 05/14/2026 at 11:01 AM

**Colfax-Mingo Community School District****1000 N Walnut St Colfax, Iowa 50054****Teacher Contract**

IT IS AGREED that the terms of the continuing contract and subsequent modifications, if any, by and between SOPHIA AL-KHANFAR, a teacher, and the Board of Directors of the COLFAX-MINGO COMMUNITY SCHOOL DISTRICT, located at 1000 North Walnut St, Colfax, State of Iowa, for services rendered and to be rendered during the current school year, 2026-2027, shall remain in force and in effect for an equivalent period beginning on the 18th day of August, 2026, or the date established by the Board of Directors, if different, except as herein modified as follows:

(a) Salary per year: \$57,000.00

Payments to be made every two weeks in 26 payments beginning the 31st day of July, 2026, with the final payment July 16, 2027.

Please check how many installments you would like your pay divided into:*

☐ 20 installments☒ 26 installments

(b) Duties: Teacher and Other Duties as Assigned. FTE: 1.0000

(c) This contract is subject to the provisions of Iowa Code 279.13 to 279.19, inclusive, and 279.27, and 1/193rd of the annual salary shall be considered as pay for one day of service.

(d) This contract is subject to the provisions of Iowa Code 279.13 to 279.19, inclusive, and 279.27.

(e) Pursuant to the salary schedule contained in the 2026-2027 Negotiated Agreement

*Days of service as shown by the 2026-2027 School Calendar

THIS MODIFICATION AGREEMENT shall be null and void, and the terms of the continuing contract covering the current school year will prevail for the ensuing year unless this modification agreement is in the hands of said Board bearing the signatures of said teacher and the president of the Board on or before Friday, May 15, 2026. IN TESTIMONY WHEREOF, we have hereunto subscribed our names on dates as hereinafter stated.

Dated: *ENTER DATE HERE*

Sophia Al-Khanfar 

Signed:

SOPHIA AL-KHANFAR

Time:

05/14/2026 at 11:00 AM

IP Address:

206.226.69.98, 198.143.38.40

User:

SOPHIA AL-KHANFAR

Email:

salkhanfar@colfaxmingo.org

Signed by

Patrick Utz

Patrick Utz (CMCSD Board President)

Please review and acknowledge with you initials below.

280.21 Corporal punishment — burden of proof.

1. An employee of a public school district, accredited nonpublic school, or area education agency shall not inflict, or cause to be inflicted, corporal punishment upon a student. For purposes of [this section](#), “corporal punishment” means the intentional physical punishment of a student. An employee’s physical contact with the body of a student shall not be considered corporal punishment if it is reasonable and necessary under the circumstances and is not designed or intended to cause pain or if the employee uses reasonable force, as defined under [section 704.1](#), for the protection of the employee, the student, or other students; to obtain the possession of a weapon or other dangerous object within a student’s control; or for the protection of property. The department of education shall adopt rules to implement [this section](#).

2. A school employee who, in the reasonable course of the employee’s employment responsibilities, comes into physical contact with a student shall be granted immunity from any civil or criminal liability which might otherwise be incurred or imposed as a result of such physical contact, if the physical contact is reasonable under the circumstances and involves any of the following:

1. Encouraging, supporting, or disciplining the student.
2. Protecting the employee, the student, or other students.
3. Obtaining possession of a weapon or other dangerous object within a student’s control.
4. Protecting employee, student, or school property.
5. Quelling a disturbance or preventing an act threatening physical harm to any person.
6. Removing a disruptive student from class or any area of the school premises, or from school-sponsored activities off school premises.
7. Preventing a student from the self-infliction of harm.
8. Self-defense.
1. Any other legitimate educational activity.

3. To prevail in a civil action alleging a violation of [this section](#) the party bringing the action shall prove the violation by clear and convincing evidence. Any school employee determined in a civil action to have been wrongfully accused under [this section](#) shall be awarded reasonable monetary damages, in light of the circumstances involved, against the party bringing the action.

4. A school employee’s employer and the board of educational examiners shall not engage in reprisal or retaliation against a school employee who, in the reasonable course of the employee’s employment responsibilities, comes into physical contact with a student in accordance with [this section](#).

5. A public school district or area education agency shall provide to all teachers employed by the public school district or area education agency a copy of [this section](#) with the initial employment contract and with each notice of renewal of the employment contract.

[89 Acts, ch 71, §1; 90 Acts, ch 1218, §1; 94 Acts, ch 1131, §5; 98 Acts, ch 1195, §1; 2018 Acts,](#)

[ch 1057, §10; 2020 Acts, ch 1108, §10, 11; 2023 Acts, ch 96, §9](#)

Referred to in [§232.71B, 256.9 NEW subsection 5](#)

I acknowledge receipt by placing my initials below.*

SA