

CERTIFICATED STAFF CONTRACTS AND COMPENSATION PLANS
(TEACHERS AND NONTEACHERS)

The Board believes that a fair teacher compensation plan, which includes an adequate base salary, increments and employee benefits, is necessary to attract and hold highly qualified persons to provide the quality educational program it desires in its schools.

As required by law, notice of annual salary will be given to each certificated employee by July 1.

Teacher Contracts

Written contracts of employment shall be issued to all professional teaching personnel. Contracts are by and between the staff member and the Board.

The basic types of contracts are as follows:

1. Limited contract

A teacher new to the District will be employed on limited contract.

2. Extended Limited contract

A limited contract given to a teacher who is eligible for consideration for a continuing contract.

3. Continuing contract

When a teacher employed under a limited contract is issued a teaching certificate of a higher grade (professional or permanent) and has taught three of the last five years in the District, and holds a masters degree, he/she will be eligible for consideration for a continuing contract.

A teacher who has obtained continuing contract status elsewhere in Ohio becomes eligible for a continuing contract upon employment but must be considered for tenure after two years' service in the District.

A teacher who meets all legal qualifications for a continuing contract, but who is not recommended by the Superintendent and approved by the Board for a continuing contract, may be offered an extended limited contract or may be nonrenewed. The teacher must be notified of the Board's action to not re-employ, in writing by the Treasurer, on or before April 30.

Written notification of the Superintendent's recommendation as well as the Board's action to issue a one- or two-year extended limited contract must be received by the teacher on or before April 30 of the year of in which his/her contract expires. If the teacher accepts the limited contract, a subsequent contract, if granted, must be a continuing contract.

The Superintendent may recommend re-employment of such teacher if continuing service status has not been attained in another District, under an extended limited contract not to exceed two years, with the reasons directed at professional improvement of the teacher. This option is available only after the Board first rejects the Superintendent's recommendation for tenure. The Superintendent may not recommend an extended limited contract as an initial recommendation.

4. Supplemental contracts

Supplemental contracts will be entered into with each teacher who performs assigned supplemental duties for which compensation is authorized. Such contracts will be issued for one year and will be separate from teaching contracts. Elimination or creation of assignments for extra duties will be made through recommendation of the extracurricular review committee and approved by the Superintendent and president of the teachers association, and subject to final approval by the Board.

The Superintendent's recommendation will be considered in all contract renewals.

[Adoption date: September 25, 1995]

LEGAL REFS.: ORC 3317.13; 3317.14
3319.07; 3319.08; 3319.09; 3319.11; 3319.12; 3319.24

CROSS REF.: GCB, all subcodes

CONTRACT REF.: Teachers' Negotiated Agreement