

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION REGULATION

It is the desire of the Board of Trustees to attract and retain competent, qualified personnel for the public schools of this District through the District's working conditions, salary schedule, and compensation plans.

All compensation shall be at rates established by the Board. Members of the teaching staff and other certified employees shall be paid uniformly with all like employees, based on the established salary schedule. The Board shall review the salary schedule annually. The Board's practice is to meet or have representatives meet with staff representatives to discuss matters of salary and benefits.

The Superintendent shall meet with administrators and make recommendations to the Board in regard to salaries and benefits for building-level and District-level administrators.

INDIVIDUAL CONTRACTS

The Wyoming Teacher Employment Law defines the status of teacher contracts, the procedures for renewing or terminating teacher contracts, the rights and responsibilities of teachers and the Board in the area of contracts, and the procedure for suspension, dismissal, or termination of a teacher. All terms and conditions of contracts with certified staff members shall conform to these requirements.

Nothing in this policy or any policy of the district shall be construed to alter the employment status or expectations of any initial contract teacher. The Board may elect to nonrenew the contract of any initial contract teacher for any reason deemed appropriate by the Board and without any obligation to give a hearing as to the reasons.

RENEWAL

Employment of Initial Contract Teachers on Annual Basis; Notice of Termination to Such Teachers

An initial contract teacher who has taught in the system continuously for a period of at least ninety (90) days shall be hired on an annual basis and shall be notified in writing of termination, if such is the case, together with written reasons therefore, no later than April 15 of each year.

Notice of Recommendation of Termination to Continuing Contract Teacher; When Termination Effective

A continuing contract teacher shall be notified of a recommendation of termination by the Superintendent or any member of the Board by giving such teacher written notice thereof, together with written reasons therefore, on or before April 15 of any year.

RESIGNATION OF TEACHERS

Any teacher may resign his/her position, effective at the end of the school year, by giving written notice, on or before May 15 of any year, to the Superintendent of Schools or any other designated official of his/her desire not to be employed by the School District for the following year.

WHEN CONTRACT OFFERED AND ACCEPTED BY INITIAL CONTRACT TEACHER

The Board must offer a contract for the ensuing year to each initial contract teacher, if such is to be offered, by April 15, and it must be accepted by May 15 of each year or the position will be declared open.

PART-YEAR CONTRACTS

When teachers are employed as regular class teachers, not as substitutes, to commence work after the beginning of the school year for a period less than a full year, their total compensation, including salary for summer months, shall be prorated using the total number of days taught divided by the total number of teaching days multiplied by the total annual compensation amount.

The superintendent with advice and input from other administrators and staff, will develop regulations governing course credit towards salary advancement for certificated employees.

Adopted: 10/11/10