

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS

The Board recognizes that fair compensation plans, which include an adequate base salary, salary increments and employee benefits, are necessary to attract and to hold highly qualified men and women to administer and provide quality educational programs for its constituents.

The Board will establish the districts salary and benefit schedules for teachers on an annual basis. Administrative salaries will also be reviewed annually and established by the Board.

Contracts of employment, describing the general services to be rendered by the employee and the general terms of employment shall be issued to all certified personnel.

These contracts are by and between the staff member and the Board of Trustees.

There are three basic types of contracts, as follows:

1. Initial Contract. All teachers new to the system will be employed on an Initial Contract and will continue on said contract until qualified for and awarded Continuing Contract status. The initial contract period may be for a period of 1 to 3 years, depending on previous experience and Board discretion.
2. Continuing Contract. When a teacher employed under an initial contract has completed three consecutive years of successful teaching in the district, said teacher, upon recommendation of the superintendent, will be eligible for and receive Continuing Contract status.

Teachers who have obtained Continuing Contract status elsewhere in Wyoming become eligible for a Continuing Contract after two years of service in the district.

3. Limited Contracts.
 - a) Supplemental Contracts. A supplemental contract will be entered into with each professional who performs assigned supplemental duties for which compensation is paid in advance to compensation allowed for regular teaching or administrative duties. Such contracts do not necessarily coincide in length with teaching/administrative contracts. Elimination of assignments for extra duties will be made at the discretion of the administration, subject to approval by the Board.
 - b) Administrative Contracts. All administrators serve in their respective administrative positions under a limited contract. The contract will specify the employee's administrative position, salary and other compensation, the number of days to be worked, the term of the contract and any other duties, etc., assigned at the discretion of the Board.

Any administrator who has previously attained continuing contract status as a teacher in the district retains that status as teacher.

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

Adopted: October 4, 1994