

## STAFF RETRAINING CONTRACT

The Board of Trustees desires to employ the best possible individuals in all positions in the school district. In order to achieve this goal, the board agrees to offer retraining contracts to selected staff members when the District is not able to fill positions with qualified individuals within the reasonable and customary period of time.

When, in the superintendent's judgment, the District is not able to fill a position with a qualified individual, he will recommend to the Board the offering of a retraining contract for that position. When a retraining contract is offered, any continuing contract teacher with satisfactory evaluations employed by Uinta County School District No. Four may apply. Selection will be based on the individuals' qualifications, the needs of the District, the supervisor's recommendation, the superintendent's recommendation and made by the Board of Trustees.

Under the provisions of a retraining contract, the District will extend a loan to the individual in an amount to be negotiated between the superintendent and the individual. This retraining program shall be in the area approved by the district, at the institution approved by the district, for a length of time and in the manner (full-time, part-time, etc.) approved by the district. The individual agrees to repay the loan by maintaining employment with the district for a period of time to be negotiated between the superintendent and the retraining candidate. An appropriate percentage of the loan shall be forgiven at the end of each year of satisfactory employment after completion of the retraining program. If the individual fails to satisfactorily complete the retraining program, he is responsible for repayment of the loan in full, plus a usual and customary rate of interest. If the individual does not maintain employment for the agreed upon number of years, he is responsible to repay the portion of the loan that has not been forgiven, plus a usual and customary rate of interest.

A written contract will be required to consummate the retraining agreement and its provisions.

Adopted:       October 4, 1994