

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS
(Teachers)

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 men and women to provide the quality educational program it desires in its schools.

As required by law, notice of annual salary is given to each certificated/licensed 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 limited contract of one to five years in length is given to a teacher new to the District.

2. Extended Limited Contract

An extended limited contract of one or two years in length is 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) or a five-year license and has taught three of the last five years in the District, he/she is eligible for consideration for a continuing contract at the expiration of his/her limited 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, is offered an extended limited contract or is 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.

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.

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 in which his/her contract expires. If the teacher accepts the extended limited contract, a subsequent contract, if granted, must be a continuing contract.

4. Supplemental Contracts

Supplemental contracts are entered into with each teacher who performs assigned supplemental duties for which compensation is authorized. Such contracts are issued for one year and are separate from teaching contracts. Elimination or creation of assignments for extra duties are made at the discretion of the Superintendent, subject to approval by the Board.

The Superintendent's recommendation is considered in all contracts pertaining to certificated/licensed individuals.

LEGAL REFS.: ORC 3313.53
 3317.13; 3317.14
 3319.07; 3319.08; 3319.09; 3319.10; 3319.11; 3319.111; 3319.12;
 3319.22; 3319.24; 3319.25; 3319.26

CROSS REFS.: GCBA, Professional Staff Salary Schedules GCBB,
 Professional Staff Supplemental Contracts GCBC,
 Professional Staff Fringe Benefits GCBD,
 Professional Staff Leaves and Absences GCBE,
 Professional Staff Vacations and Holidays

CONTRACT REF.: Teachers' Negotiated Agreement

Adopted by Board: May 10, 2007