

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS

The Board recognizes that attractive compensation plans--which include adequate base salary, professional growth incentives, and employee benefits--are necessary to attract and hold highly-qualified men and women to administer its schools and provide for an effective instructional program.

The Board shall have final authority in determining the salary schedule and benefits for all teachers in the District.

In accordance with law, individual contracts will be issued to all professional employees as follows:

Probationary Contract

All teachers new to District will be employed on a probationary contract for one year, and will continue on probationary contracts until qualified for and awarded indefinite contract status, subject to the provisions of the Teacher Tenure Act.

Probationary to Indefinite Contract

After successfully completing service as required by the Missouri Teacher Tenure Act, the teacher, if re-employed for the succeeding year shall be offered an indefinite contract.

Indefinite Contract

The permanent teacher, as defined in section 168.102(4) RSMo., will receive an indefinite contract, subject to the tenure law of Missouri and/or a modification of the indefinite contract. This modification would include:

1. Determination of the date of beginning and length of the next school year
2. Fixing the amount of annual compensation for the following school year as provided by the salary schedule adopted by the Board of Education applicable to all teachers

Contracts shall specify the length of service and the amount of compensation for that service.

Each contract or contract modification shall be made in duplicate, with the original copy to be held by the District, and the copy going to the employee.

Any contract may be terminated or modified at any time by the mutual consent of the parties thereto.

All contracts will be awarded by the Board of Education after receiving the superintendent's recommendation.

All probationary, probationary to indefinite, indefinite, and administrative contracts shall be properly signed and attested to by the president and the secretary of the Board and the employee.

Administrative Contract

All administrators, other than the superintendent, shall serve in their administrative positions under a limited contract. However, an administrator who has previously attained indefinite contract status as a teacher in the District retains that status as a teacher.

Adopted: June 8, 1982
Revised: January 8, 2002

Legal Refs.: §168.101-.130 and 70.220, RSMo. 1999
Mo. Const. Article 111, Sec. 39(3)

Cross Refs.: GCG, Professional Staff Probation and Tenure