

PROFESSIONAL STAFF PROBATION AND TENURE

Non-continuing Contract:

Teachers will serve a three year probationary period. Retention of a teacher beyond the probationary period will be based in part by job performance evaluations.

Until a teacher is in or beyond the fourth consecutive term of employment as a teacher with the school district, a school board may or may not renew the teacher's contract. The superintendent or school board shall give written notice of non-renewal by April fifteenth but is not required to give further process or a reason for non-renewal.

Continuing Contract:

A teacher who is in or beyond the fourth full term of employment in the district will be eligible to receive a continuing contract for employment with the district. A teacher whose contract is to be renewed will receive a contract from the Board on or before the first day of May and will have 15 days to sign and return the contract.

Non-renewal of Continuing Contract:

A teacher who is in or beyond the fourth consecutive term of employment as a teacher with the school district, 13-43-6.1 and 13-43-6.2 apply to any non-renewal of the teacher's contract. On or before April fifteenth, any professional staff employee who may not receive a continuing contract will receive a written notice of intent from either the Board, which may intend not to renew, or from the superintendent, who may recommend non-renewal to the Board.

Failure of the Board or superintendent to give proper notice at the proper time will constitute an offer of employment.

Acceptance by the teacher of an offer from the district to enter into a new contract with the teacher shall be in the manner specified in the offer. Failure of the teacher to accept the offer in the manner specified shall result in the termination of the existing contract between the teacher and the district at the end of its term.

13-43-6.1 A teacher may be terminated by the school board at any time for just cause, including breach of contract, poor performance, incompetence, gross immorality, unprofessional conduct, insubordination, neglect of duty, or the violation of any policy or regulation of the school district.

13-43-6.2 The superintendent or the school board shall give written notice of the termination to the teacher, a written statement of the reasons for the termination; access to the employment records of the teacher; the opportunity to the teacher for a hearing before the school board to present reasons in person or in writing why the termination should

not occur; and the opportunity to be requested. The hearing provided by this section shall be requested within fifteen days after receipt of the notice. The school board shall conduct the hearing not sooner than fourteen days, nor later than forty-five days, after receipt of the teacher.

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PROFESSIONAL STAFF ASSIGNMENTS AND TRANSFERS

The assignment and transfer of teachers to positions in other schools of the District or within the teacher's assigned school will be made by the superintendent in consultation with appropriate administrators, subject to the provisions of the negotiated agreement with the teacher's bargaining unit.