

Contracts

Certified Employees

Certified Personnel—

The Board shall employ certified personnel by a written contract that sets forth the terms and conditions of employment. The length or term of the contract shall not exceed five years. All such contracts shall be in writing, and shall embody the terms and conditions of employment. Nothing in the terms of the contract shall restrict the power the Board to terminate the contract for cause at any time. The Board may not enter into a collective bargaining agreement that prohibits or limits individual contracts of employment. Contracts for hiring or rehiring of personnel shall be valid only if entered into by the Board.

Utah Code Ann. § 53A-3-411

Property Interest—

A certified employee's contract of employment with the District creates a property interest in the position only for the period of time stated in the contract. Such a contract creates no property interest of any kind beyond the period of time stated in the contract.

Perry v. Sindermann, 92 S. Ct. 2694 (1972)

Board of Regents of State Colleges v. Roth, 92 S. Ct. 2701 (1972)

SALARY SCHEDULE--

All District employees shall be paid in accordance with the District wide salary schedule adopted by the Board.

SALARY SCHEDULE STEPS

Teachers shall advance one step on the salary schedule for each full year completed.

SALARY SCHEDULE

The Superintendent, Business Manager, and Personnel Clerk shall review and recommend all advancements.

Application for lane advancements must be made on the district form before June 1 of the year the teacher wishes to advance. Applications must be supported by official transcripts of credit on or before September 1st of each year. In hardship cases a letter from the institution may be considered.

Placement on the Bachelors or Masters lane is dependent upon verification of the degree and a valid Utah Certificate. Credit to be applied toward the Bachelors plus 20 and 37 semester hours must have been earned subsequent to receiving the Bachelors Degree. Credit toward the Masters plus 30 hours must have been earned subsequent to receiving the Masters degree. In each case one-third of the hours past the degree must be graduate hours. Credit towards a Master's plus 40 hours must have been earned subsequent to

DBA

receiving the Master's Degree, and all 10 hours must be graduate credit in the area of certification and teaching. The employee must furnish evidence that all degree and credit requirements have been met. Credit must be granted from an accredited college or university.

Up to two credits may be awarded to move from one lane to another upon completion of District approved in-service courses. Such courses must include at least 10 hours of participation for each credit hour awarded.