

GCB - CERTIFIED STAFF CONTRACTS

To be fair and equitable employment, a teacher will not be employed by the Board until a written contract, signed the teacher, the Board president and the business manager is developed.

The written contract subject to conditions outlined in State Law (SDCL 13-43) will confirm a teacher's employment and the salary for the ensuing year. It will also specify the number of days of employment and any additional compensation that will be afforded to the teacher for services rendered. The written contract will be issued on or before May 1 for all professional staff.

The board will annually review and set salaries for the superintendent and other professional employees who are not members of a recognized collective bargaining unit. Otherwise, regularly employed certified staff members will be compensated on the basis of salary schedules established through negotiations with the Highmore-Harrold Education Association.

The master agreements with the recognized organizations will be considered an appendix to this manual and will have the full force of Board policy.

Every certified employee shall hold a valid teaching certificate issued by the State of South Dakota, or a valid temporary certificate. (SDCL 13-42)

Every employee shall hold at least a four-year degree for consideration of employment.

An employee cannot be paid for services prior to the date of issuance of the credential or certificate.

It is the responsibility of the employee to see that the credential is submitted to the district for recording as required by law.

It is the responsibility of the employee to see that his/her certificate is renewed before the date of expiration and to record the renewal with the district superintendent.

LEGAL REFS.: SDCL 13-43-4 through 13-43-6.6

Adopted: July 13, 2009