

6Gx53-3.008 CONTRACT EMPLOYEES:

When recommended by the Superintendent and approved by the Board, contracts shall be issued to those employees entitled to a contract.

I. Procedures: All contracts shall contain provisions for dismissal for just cause as outlined under School Board Policy 3.005-I, Disciplinary/Hearing Procedures.

A. Retain Contract: Employees holding a Continuing Contract or Professional Service Contract accepting a position which does not carry such a contract may retain the contract in the area held.

B. Fixed-Term Contract: No property interest shall exist at the expiration of a fixed-term contract.

1. Employment Position: Contract employees do not have a continuing right to their employment position.

2. Re-Employment: No expectancy of re-employment may be derived from the execution or performance of a fixed-term contract.

II. Instructional Personnel: Instructional Personnel shall be properly certificated and shall be entitled to and shall receive a written contract in the form of an annual contract or professional service contract under the following terms and conditions:

A. Annual Contract: Annual contracts are issued to Instructional Personnel on an annual basis for the first three (3) years of service. Such contract may be extended for an additional one (1) year when the employee has **not** satisfactorily performed the duties of the position. The employee must agree in writing to such extension at the time of reappointment.

B. Professional Service Contract: Professional service contracts are issued to Instructional Personnel who have successfully completed three (3) years of probationary service in the District, one (1) year of which shall be served in the Professional Orientation Program where required, during a period not in excess of five (5) successive years, except for leave duly authorized and granted.

1. Recommendation/Reappointment: The employee must be recommended by the Superintendent and reappointed by the Board based upon the employee's

successful job performance and demonstration of professional competence.

2. Renewal: Professional service contracts shall be renewed each year unless the Superintendent charges the employee with unsatisfactory performance as outlined in the Collective Bargaining Agreement for Instructional Personnel.

III. School-Based Administrators: School-based administrators shall be properly certificated and shall be entitled to a written contract in the form of an annual contract or multi-year contract under the following terms and conditions:

A. Annual Contract: Annual contracts are issued to school-based administrators on an annual basis for the first three (3) years of service in the position category and subsequent years thereafter when the employee has not totally satisfactorily performed the duties of the position.

B. Multi-Year Contract: The Superintendent **may** recommend a Multi-Year Contract for School-Based Administrators who have successfully performed the duties of the position category for three (3) successive years.

1. Terms and Conditions:

a. Evaluation/Total Satisfactory Performance: Employees must have received total satisfactory performance in every category on each annual evaluation form or any interim evaluation during said three (3) year period.

b. Professional Competence: Employees must have demonstrated professional competence, educational and community leadership ability, and proved to be a positive role model for the students with whom they come into daily contact.

2. Probationary Period: The initial multi-year contract shall be considered probationary during the initial three (3) year period.

a. Annual Review and Renewal: Said contract shall be subject to annual review and renewal during the three (3) year probationary period and may be terminated at any time during said probationary period for just cause.

b. Expiration of Probationary Period: Upon expiration of the probationary period, the Superintendent may recommend renewal of a multi-year contract.

3. Renewal: The Superintendent may recommend renewal of a multi-year contract based upon the employee's standard of performance as set forth above, for a term not to exceed a three (3) year period. Said contract shall contain provisions for dismissal during the term of the contract for just cause.

4. Non-Renewal:

a. Unsatisfactory Performance: The Superintendent may recommend non-renewal of a multi-year contract based upon the employee's standard of performance as set forth above.

b. Personnel Action: Such recommendation could result in dismissal or other personnel action deemed appropriate and shall be based upon the Superintendent's statutory obligation for continued improvement.

IV. County Office Administrators: County office administrators entitled to a contract shall be issued a written contract in the form of an annual contract which shall be reviewed and renewed annually based upon the employee's performance rating. Said contract shall contain provisions for dismissal for just cause as outlined under School Board Policy 3.005-I, Disciplinary/Hearing Procedures.

V. County Office Administrators During the 1997/98 Fiscal Year: In order to enable the School Board to accomplish any reorganization of the county office

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administrative staff that might be proposed as a result of the organizational studies that will not be completed until after the 1997-1998 fiscal year has already begun, and notwithstanding the provisions of Paragraph IV above, the appointment of county office administrators that would commence on July 1, 1997 and the employment contracts related thereto shall be for a term of six months which shall be in effect from July 1, 1997 through and including December 31, 1997.

A. Contract Renewal: Following the expiration of said employment contracts that commence on July 1, 1997 and end on December 31, 1997, all subsequent employment contracts for county office administrators shall be in effect from January 1, 1998 through and including June 30, 1998, and shall be reviewed and renewed annually thereafter in accordance with Paragraph IV above.

B. Repealed: Paragraph 3.008-V shall be repealed as of June 30, 1998.

Statutory Authority: Florida Statutes 1001.32, 1001.41, 1001.42, and 1001.43

Laws Implemented: Florida Statute, Chapter 1012, Personnel

Adopted: July 26, 1972

Readopted: January 18, 1992

Amended:

May 13, 1997