

Agenda Item Details:

Meeting : February 13, 2018

Category : Specific Items of District Business

Subject : Approval of Limited Teacher Contract Language

BACKGROUND:

We have employees that have accepted long term substitute positions for a variety of reasons. These staff members are difficult to retain at the daily substitute rate. We would like to enter into a Limited TERM contract which means that the Contract is specifically being non-renewed pursuant to A.R.S. § 15-536 for one or more of the following reasons:

- The position is grant funded and is not expected to be renewed;
- Employee is replacing another employee on sabbatical, on military leave, or on long term medical leave, who is expected to return for the 2018-2019 school year;
- Employee was hired after school year began, precluding the District from having sufficient time to evaluate Employee;
- Employee does not have a valid and appropriate certificate and must secure it or they will not be renewed. The reason stated is not based on classroom performance and Employee is not entitled to be placed on a performance plan.

The limited term employment contract has been reviewed by counsel and includes all of the statutorily required provisions. There are two employees that would qualify for this type of contract at this time.

RECOMMENDATION:

It is the administration's recommendation to approve the use of limited contracts.