

Licensed Staff Contracts and Compensation Plans

The Board recognizes that attractive compensation plans, which include adequate base salary, professional growth incentives and employee benefits, are necessary to attract and hold highly qualified and able individuals to administer schools and teach classes.

The Board enters into an agreement with the teaching staff which establishes the salary schedule, benefits and working conditions for all teachers in the district.

As established by law, individual contracts shall be issued to professional employees in the following way:

1. Probationary Contracts

All teachers new to the district shall be employed as probationary teachers for one-year periods until qualified for and granted permanent status;

2. Permanent Contracts

Teachers who have been regularly employed in the district for a period of not less than three successive school years and who have had their contracts renewed by the district after the completion of such three-year period for a fourth year may be entitled to a permanent contract.

The following special contracts are also issued:

Supplemental Contracts

Supplemental contracts shall be issued to each teacher performing assigned supplemental duties for which compensation is paid in addition to compensation allowed for regular teaching duties. Such contracts shall be only for the length of the activity or responsibility assigned. Elimination of extra-duty assignments shall be made at the discretion of the administration, subject to approval by the Board.

All contracts are approved by the Board after a recommendation by the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 342.650\(6\), \(23\)](#)

[ORS 332.505](#)

[ORS 332.554\(3\)](#)

[ORS 342.120](#)

[ORS 342.125](#)

[ORS 342.420](#)

[ORS 342.610](#)

[ORS 342.815](#)

[ORS 342.835](#)

[ORS 342.540](#)

[ORS 342.845](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)

[OAR 584-020-0005](#)

Job York v. Portland Sch. Dist., No. FDA 83-7 (August 1983).