

Employment Agreements and Compensation

Full-time teachers are employed year round. Employment agreements begin July 1 of every year unless a new compensation package and employment agreement is signed and put into place. If an employee's employment agreement is not being renewed, the Board, upon recommendation of the director, will give written notice to the staff member of employment termination per the policy below. All salaried teachers have an employment agreement and salary agreement will be reviewed annually between July 1 and June 30. If a new salary, compensation and employment contract is being offered, it will be presented before June 30; otherwise the existing contract and salary continues as written until a new offer is presented.

Annual reviews of the employee's performance evaluation, employment contract and salary/benefits package, along with recommendations to the board are the responsibility of the school director. Any offers for changes in salary and/or benefits or changes to existing employment contracts will be the final decision of the board, as well as any decisions for employment terminations.

Charter school employees are "at will" employees, meaning they do not have a specific length of contracted employment time.

END OF POLICY

Legal Reference(s):

[ORS 338.115](#)