

INITIAL TEACHER CONTRACT

SWEETWATER COUNTY SCHOOL DISTRICT NUMBER ONE

THIS AGREEMENT, entered into this _____ day of _____, 20____, between Sweetwater County School District Number One (“District”) and, _____ (“Teacher”).

NOW THEREFORE, in consideration of the mutual promises, covenants and obligations contained herein, as well as other good and valuable consideration, the adequacy and receipt of which is hereby acknowledged, the parties agree as follows:

1. EMPLOYMENT. Teacher agrees to teach and is hereby employed to teach in the District in such position(s) as may be assigned for which the Teacher is certified and endorsed, for a term of 185 contract days, exclusive of holidays and vacations (“Term”), as designated by the District and commencing on the _____ day of _____, 20____, or such other date as may be designated by the District, at such building as may be subsequently assigned, as determined by the Superintendent, at his/her sole discretion, considering the needs of the District, subject to the probationary period set forth in Paragraph 6. If at any time during the term, school shall be interrupted or suspended by causes beyond the control of the District, or by authorities other than the District, or by the Board of Trustees of the District for good and sufficient reason, the Teacher shall make up the lost time in such manner and at such times as the Superintendent of Schools or the Board of Trustees of the District may require.

2. SALARY. Teacher hereby accepts such employment at a salary of _____ Dollars, (\$_____). Beginning the first contract day and ending on the last contract day, payroll dates for certified personnel are set on the 5th and 20th of each month during the school year. If the 5th or 20th falls on a weekend or bank holiday, the payroll date will be the Friday or the day preceding the weekend of bank holiday. Any remaining contract will be paid by the last calendar day of the school year. Other employment benefits are provided as established by the Board. The District shall deduct from the salary of the Teacher such sums as may be authorized by Teacher and those deductions required by state and federal law.

3. DUTIES. The Teacher agrees to perform such additional duties for which the teacher is certified may be assigned from time to time by the Superintendent or the building administrator. Teacher shall comply with all provisions, rules, regulations and policies established by the District and to accept and perform such assignments, extra-curricular activities, and assignments of position and subsequent transfer, as the District or its supervisory personnel may deem advisable.

4. CERTIFICATION. Teacher acknowledges that this Contract is expressly conditioned on the Teacher acquiring, and maintaining certification(s) and endorsement(s) as required by the State of Wyoming and as required for the position to which Teacher is assigned, and that acquiring and maintaining the required certification(s) and endorsement(s) is the Teacher’s responsibility, and agrees Teacher shall at all times during the term of this agreement,

maintain the required certification(s) and endorsement(s). No compensation shall be paid under paragraph 2 of this agreement to Teacher until Teacher presents (i) a teaching certificate issued by the Wyoming Professional Teaching Standards Board with the certificate and endorsements required for the position to which Teacher is assigned; or (ii) written documentation from Wyoming Professional Teaching Standards Board that states or demonstrates that Teacher is a candidate and qualified for the position to which Teacher is assigned.

5. POLICIES. The Teacher agrees to observe all the polices, recommendations and regulations that have been or may be adopted by the Board of Trustees, the Superintendent, or the building administrator, whichever may apply in connection with the operation of the District. This contract is subject to all Board recommendations, District policies and regulations and all amendments and revisions thereof which may now exist or may hereinafter be adopted.

6. PROBATION, CONTINUING EMPLOYMENT & TERMINATION. An initial contract teacher who has taught in the system continuously for a period of at least ninety (90) days ("probation period") will be hired on an annual basis and shall be notified of his or her termination, no later than April 15 of each year. This Agreement may be revoked or rescinded at any time during the 90-day probation period for any reason or for no reason at the sole discretion of the District. Teacher shall in no way assume that he or she may have a guarantee or expectancy of continued employment in the District. An initial contract teacher's employment may be terminated for any reason not specifically prohibited by law. If the Teacher is dismissed or resigns for any reason whatsoever during the term of this agreement, the Teacher shall receive compensation in the same ratio to the yearly salary as the number of days actively taught to the actual term, so as long as Teacher is a holder of or a candidate and qualified for a certificate or permit issued to or to be issued by the Wyoming Professional Teaching Standards Board. Teacher may resign his or her position, effective at the end of the school year, by giving written notice on or before May 15 of any year, to the superintendent of schools or any other designated official, of his desire not to be employed by the school district for the following year.

If the Teacher fails to sign and return this agreement on or before the _____ day of _____, 20__, to the Human Resources Office, 3550 Foothill Boulevard, Rock Springs, Wyoming, 82901, the offer of employment will be considered rejected, and the Board may declare the position open.

[SIGNATURE PAGE FOLLOWS]

***** Do Note File Until Signed*****

IN WITNESS WHEREOF, the parties hereto have caused this contract to be signed and executed this day and year first written.

**SWEETWATER COUNTY SCHOOL
DISTRICT NUMBER ONE:**

A handwritten signature in black ink, appearing to read "Leonard Gray". The signature is written in a cursive style with a large initial "L".

CHAIRMAN – BOARD OF TRUSTEES

TEACHER

CONTINUING TEACHER CONTRACT

SWEETWATER COUNTY SCHOOL DISTRICT NUMBER ONE

THIS AGREEMENT, entered into this _____ day of _____, 20____, between Sweetwater County School District Number One (“District”) and, _____ (“Teacher”).

NOW THEREFORE, in consideration of the mutual promises, covenants and obligations contained herein, as well as other good and valuable consideration, the adequacy and receipt of which is hereby acknowledged, the parties agree as follows:

1. EMPLOYMENT. Teacher agrees to teach and is hereby employed to teach in the District in such position(s) as may be assigned for which the Teacher is certified and endorsed, for a term of 185 contract days, exclusive of holidays and vacations (“Term”), as designated by the District and commencing on the _____ day of _____, 20____, or such other date as may be designated by the District, at such building as may be subsequently assigned, as determined by the Superintendent, at his/her sole discretion, considering the needs of the District. If at any time during the term, school shall be interrupted or suspended by causes beyond the control of the District, or by authorities other than the District, or by the Board of Trustees of the District for good and sufficient reason, the Teacher shall make up the lost time in such manner and at such times as the Superintendent of Schools or the Board of Trustees of the District may require.

2. SALARY. Teacher hereby accepts such employment at a salary of _____ Dollars, (\$_____). Beginning the first contract day and ending on the last contract day, payroll dates for certified personnel are set on the 5th and 20th of each month during the school year. If the 5th or 20th falls on a weekend or bank holiday, the payroll date will be the Friday or the day preceding the weekend or bank holiday. Any remaining contract will be paid by the last calendar day of the school year. Other employment benefits are provided as established by the Board. The District shall deduct from the salary of the Teacher such sums as may be authorized by Teacher and those deductions required by state and federal law.

3. DUTIES. Teacher agrees to perform such additional duties for which the teacher is certified may be assigned from time to time by the Superintendent of Schools or the building administrator. Teacher shall comply with all provisions, rules, regulations and policies established by the District and to accept and perform such assignments, extra-curricular activities, and assignments of position and subsequent transfer, as the District or its supervisory personnel may deem advisable.

4. CERTIFICATION. Teacher acknowledges that this Contract is expressly conditioned on the Teacher acquiring, and maintaining certification(s) and endorsement(s) as required by the State of Wyoming and as required for the position to which Teacher is assigned, and that acquiring and maintaining the required certification(s) and endorsement(s) is the

Teacher's responsibility, and agrees Teacher shall at all times during the term of this agreement, maintain the required certification(s) and endorsement(s). No compensation shall be paid under paragraph 2 of this agreement to Teacher until Teacher presents (i) a teaching certificate issued by the Wyoming Professional Teaching Standards Board with the certificate and endorsements required for the position to which Teacher is assigned; or (ii) written documentation from Wyoming Professional Teaching Standards Board that states or demonstrates that Teacher is a candidate and qualified for the position to which Teacher is assigned.

5. POLICIES. The Teacher agrees to observe all the policies, recommendations and regulations that have been or may be adopted by the Board of Trustees, the Superintendent, or the building administrator, whichever may apply in connection with the operation of the District. This contract is subject to all Board recommendations, District policies and regulations and all amendments and revisions thereof which may now exist or may hereinafter be adopted.

6. CONTINUING EMPLOYMENT; TERMINATION. Subject to satisfactory performance evaluation under W.S. 21-3-110(a)(xviii), a continuing contract teacher shall be employed by each school district on a continuing basis from year to year without annual contract renewal at a salary determined by the board of trustees of each district, said salary subject to increases from time to time as provided for in the salary provisions adopted by the board. While a continuing contract teacher has certain rights under the Wyoming Teacher Employment Law, hereinafter referred to as WTEL, the District may suspend, dismiss, or terminate Teacher for those reasons enumerated in the WTEL. If the Teacher is dismissed or resigns for any reason whatsoever during the term of this agreement, the Teacher shall receive compensation in the same ratio to the yearly salary as the number of days actively taught to the actual term, so as long as Teacher is a holder of or a candidate and qualified for a certificate or permit issued to or to be issued by the Wyoming Professional Teaching Standards Board. Teacher may resign his or her position, effective at the end of the school year, by giving written notice on or before May 15 of any year, to the superintendent of schools or any other designated official, of his desire not to be employed by the school district for the following year.

IN WITNESS WHEREOF, the parties hereto have caused this contract to be signed and executed this day and year first written.

**SWEETWATER COUNTY SCHOOL
DISTRICT NUMBER ONE:**



CHAIRMAN – BOARD OF TRUSTEES

TEACHER

ADMINISTRATOR CONTRACT

SWEETWATER COUNTY SCHOOL DISTRICT NUMBER ONE

THIS CONTRACT, entered into this _____ day of _____, 20____, between Sweetwater County School District One (“District”) and _____ (“Administrator”).

NOW THEREFORE, in consideration of the mutual promises, covenants and obligations contained herein, as well as other good and valuable consideration, the adequacy and receipt of which is hereby acknowledged, the parties agree as follows:

1. EMPLOYMENT. The District hereby employs the Administrator, and the Administrator hereby agrees to perform the duties, as _____ or such other duties in such other position or positions as may be assigned from time to time by the District, acting through the Board of Trustees, its Superintendent, or its administrative employees.

2. TERM. The term of this contract shall be _____ months, beginning on _____, 20____, and ending on _____, 20____ (“Term”). Administrator shall perform the duties of, and incidental to, the assigned position for the Term, together with such other additional days as a) the Superintendent shall request from time to time or b) which may be necessary in order for Administrator to perform the duties of or incidental to the assigned position or such additional duties as may be assigned from time to time by the Superintendent. If at any time during said term, school shall be interrupted or suspended by causes beyond the control of the District, or by authorities other than the District, or by the Board of Trustees of the District for good and sufficient reason, the Administrator shall make up the lost time in such manner and at such times as the Superintendent of Schools or the Board of Trustees of the District may require.

3. COMPENSATION. The District agrees to pay Administrator a sum of _____ Dollars, (\$ _____), as full compensation for the performance of this contract, including time before and after the regular school or workday, as well as weekends, such additional days as requested by Superintendent, and other time as may be necessary in order for Administrator to perform his/her duties. The District shall deduct from the salary of the Administrator such sums as may be authorized by Administrator and those deductions required or permitted by State and Federal law.

4. RESPONSIBILITIES & DUTIES. Administrator acknowledges that this contract, and District’s obligations hereunder, are expressly conditioned on the Administrator acquiring and maintaining certifications as required by the State of Wyoming and as required for the position to which Administrator is assigned. Maintaining the required certifications is the Administrator’s responsibility. Administrator is expected to observe all laws of the State, the District’s policies, rules and regulations, and directives and expectations of the Board and Superintendent, that have been or may in the future be adopted by the State or District, its Board and/or Superintendent, whichever may apply. The District, in its sole and absolute discretion

without stated reasons and without a hearing, may transfer, assign or reassign Administrator to a special duty, project or assignment, or another position or positions within the District without a reduction in pay or benefits.

5. NO EXPECTATIONS OR GUARANTEES. This contract expires by its own terms, without any further action by the Board or District at the end of the term specified in Paragraph 2. Administrator is not entitled to stated reasons or a hearing at the end of the contract term. Administrator may be dismissed or terminated during the term of the contract pursuant to Paragraphs 6 and 7. This contract does not confer continuing contract status upon the Administrator in the herein-described position or any other position. The Administrator shall not be considered as falling within the meaning of the Wyoming Teacher Employment Law or the Administrative Procedures Act. The Administrator shall in no way assume that he/she has a guarantee or expectancy of continued employment in the District beyond the term of this contract in any capacity.

6. DISMISSAL DURING TERM OF CONTRACT. During the term of this contract, the Administrator shall be subject to dismissal for cause. If Administrator is dismissed pursuant to this paragraph, all salary and benefits shall cease to be available or paid by the District upon the effective date of the dismissal.

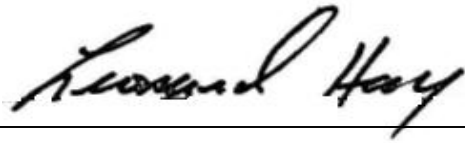
7. BUY-OUT DURING TERM. District and Administrator expressly agree that District, at its sole and absolute discretion, may terminate this contract at any time, without stated reasons and without a hearing by paying the Administrator the then remaining unpaid balance of the salary set forth in Paragraph 3, as of the date of termination, less the deductions previously authorized by Administrator and those deductions required or permitted by state and federal law. Upon payment of the salary by District, District shall be released from all obligations to Administrator, including the obligation to provide or allow Administrator to participate in District employee benefits programs, and Administrator shall have no right to employment as Administrator or any other position in the District.

[SIGNATURE PAGE FOLLOWS]

***** Do Note File Until Signed*****

IN WITNESS WHEREOF, the parties hereto have caused this contract to be signed and executed this day and year first written.

**SWEETWATER COUNTY SCHOOL
DISTRICT NUMBER ONE:**

A handwritten signature in black ink, appearing to read "Leonard Hay", written over a horizontal line.

CHAIRMAN – BOARD OF TRUSTEES

ADMINISTRATOR

Please return a signed white copy to the Human Resources Department at the Central Administration Building.