

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS

Contracts

Contracts are by and between teachers and the Board of Education of the Columbia School District.

All teachers who are hired for the first time at Columbia will be on a limited annual contract. After the first contract they may, depending upon success in the classroom and future administrative plans, be given a one year probationary contract, a longer term contract (from two to five years), or a continuing contract.

To be eligible for a continuing contract a teacher must be a graduate of a four-year course in an approved teacher training institution, plus additional coursework as required by O.R.C. 3319.08, hold an Ohio professional, permanent, or life certificate, or a professional educator license, and have at least three consecutive years of successful teaching in the Columbia Schools. Teachers who have had a continuing contract elsewhere in Ohio, become eligible for a continuing contract in the Columbia Schools after serving a two-year period.

Teachers who have met all legal qualifications or requirements to become eligible for a continuing contract; but who have, in the opinion of their principal, supervisor, and superintendent, certain other deficiencies, shall be notified of such weaknesses in writing by the superintendent as confirmed by the Board of Education on or before April 30. They may be placed on a probationary contract for a period not to exceed two years. If they are re-employed at the end of the two-year probationary period, they shall be given a continuing contract.

Payment of Teacher Salaries

No teacher shall be paid until there is filed with the Superintendent, the necessary papers as required by the State Department of Education, or the County Board of Education, or the Columbia Local Board of Education. These may include such papers as a teaching certificate, transcript of credits, retirement forms, physical examination and x-ray reports, military discharge papers, performance bonds, or other reports as deemed necessary.

Adopted: June 10, 1965
 Revised: date of manual adoption
 Revised: December 19, 2007

LEGAL REFS.: ORC 3317.13; 3317.14
 3319.02; 3319.08; 3319.09;
 3319.11; 3319.12; 3319.24

CONTRACT REFS.: CLEA, Art. VIII, Art. XIX

CROSS REFS.: DLA, Payday Schedules
 DLB, Salary Deductions
 GCB subcodes (all relate to compensation and benefits)

Columbia Schools, Columbia Station, Ohio