

CONTRACTS FOR CERTIFIED PERSONNEL

The board and its certified employees shall enter into contracts for fixed compensation. Such fixed compensation may be changed for any succeeding year in accordance with the Board's approved salary schedule. The contract periods for certified personnel shall conform to the following schedule:

Contracts for Full-Time Personnel

1. Nine-Month Personnel's work period shall encompass 187 workdays and normally shall begin each year on the date set for Institute Day. The work period shall conclude at the end of 187 working days. All workdays shall be in accordance with the Annual School Calendar approved by the board.
2. Ten-Month Personnel's work period shall encompass 202 workdays. The work schedule will consist of the 187 days that nine month personnel work plus fifteen (15) additional days. Based upon the needs of the school system, the superintendent shall be authorized to establish alternate work periods for ten (10) month personnel.
3. Eleven-Month Personnel's work period shall encompass 222 workdays and normally shall begin twenty (20) workdays prior to the date set for Institute Day. The work schedule will consist of the same schedule as 202 day employees plus twenty (20) additional days. Based upon the needs of the school system, the superintendent shall be authorized to establish alternate work periods for eleven (11) month personnel.
4. Twelve-Month Personnel's work period shall begin on July 1 each year and conclude on June 30 of the following year. All twelve-month personnel shall be considered as on call during the Thanksgiving, Christmas, and Spring holidays. Based upon the needs of the school system, the superintendent shall be authorized to establish alternate work periods for twelve (12) month personnel.

SOURCE: Athens City Board of Education, Athens, AL

ADOPTED: August 15, 1994; REVISED: June 5, 2008

LEGAL REF: The Code of Alabama, 16-4-9, 16-11-9, 16-12-3, 16-13-51, 16-13-147, 16-13-196, 16-24-4.