

Lancaster Community School District

Personnel

**PROFESSIONAL STAFF CONTRACTS**

Probationary Contracts

Although all teachers are employed on continuing contracts, the first three consecutive years of employment in this school district are considered a probationary period.

In case a probationary teacher's contract is terminated, the Board's decision will be final and binding unless the termination was based upon an alleged violation of a constitutionally guaranteed right of the teacher.

Continuing Contracts

Contracts for all certified personnel will automatically continue for equivalent periods unless they are terminated or modified by mutual agreement between the Board of Education and the staff member, as provided by law.

On or before March 15, the Board of Education will issue contracts or letters of intent and require their return no later than April 15. A contract must be returned no later than April 15 or the position will be considered vacant.

A teacher who has not accepted a contract for the ensuing school year may resign by filing a written resignation with the secretary of the Board. To avoid a penalty a resignation must be filed no later than the date specified in the Lancaster Education Association negotiated agreement.

The District Administrator shall notify teachers no later than March 15 that the District Administrator will recommend to the Board that the employee's contract be terminated at the end of the current school year. The District Administrator may at any time recommend an immediate discharge for cause that will become effective upon action by the Board.

LEGAL REF.: Section 118.22 Wisconsin Statutes

CROSS REF.: 538, Professional Staff Supervision and Evaluation  
LEA Agreement

APPROVED: July 12, 1995

REVISED: June 11, 2003

