

EMPLOYMENT CONTRACT

EMPLOYEE NAME

THIS EMPLOYMENT CONTRACT is entered into by and between the Board of the Souris Valley Special Services ("BOARD") and **EMPLOYEE NAME** (the "EMPLOYEE").

- 1. **TERM OF CONTRACT:** The EMPLOYEE agrees to be employed at Souris Valley Special Services during the 2021-2022 school year for a period of **184** days adhering to the board approved school district calendar for the Unit in which the EMPLOYEE has been assigned. Provided further that if a school within the Unit is dismissed for some unforeseen reason, such as, but not limited to, weather, failure of the heating plant, etc., the school year may be extended by the number of days school was not in session for the above stated reasons.
- 2. **QUALIFICATIONS AND EMPLOYMENT STATUS:** The EMPLOYEE certifies that the EMPLOYEE is licensed to teach by the North Dakota Education Standards and Practices Board (ESPB) or is approved to teach by the ESPB. The EMPLOYEE further certifies that they are not under contract with another school district, Unit, or entity covering any part or all of the same time period in this contract.
- 3. **ASSIGNMENTS:** The EMPLOYEE agrees to faithfully perform all duties and services assigned by the BOARD, or its designated representative, during the term of this contract.
- 4. **SALARY:** The BOARD agrees to pay the EMPLOYEE an annual salary of _____, payable in **24** equal installments. Rounding adjustments will be made in the final installment.
- 6. **COMPLIANCE WITH POLICIES:** The EMPLOYEE agrees to comply with all policies and procedures adopted by the BOARD, the Unit, and the school district(s) in which they are assigned.
- 7. **SAVINGS CLAUSE:** If any provision of this contract is determined to be invalid or unenforceable, the remainder of the contract is not affected and remains in effect.
- 8: **LIQUIDATED DAMAGES:** In the event that the EMPLOYEE breaches this contract, the EMPLOYEE agrees to pay liquidated damages as detailed in the Employee Manual.
- 9. **DEADLINE FOR ACCEPTANCE:** This contract must be signed and returned to the Business Manager at the Souris Valley Special Services Office by _____, **2021** or it will be deemed rejected.

Board President

EMPLOYEE NAME

Date

Business Manager

New Unit Based Hires: Zero experience

	BSE	BSE + 15	BSE + 30	BSE + 45	MS	MS + 15	MS + 30	MS + 45	MS + 60
\$1,500									
\$50,000.00	\$51,500.00	\$53,000.00	\$54,500.00	\$60,000.00	\$61,500.00	\$63,000.00	\$64,500.00	\$66,000.00	

FIRST READING FOR THE FOLLOWING:

Returning Unit based Staff (excluding administrative staff):

- 1 Based on available funding, unit staff salary compensation for 2019-2020 will be determined by the board.
2. Any current staff with equal education and experience of that of a new hire whose salary falls below that of the new hire will have their salary adjusted to the level of the new hire.
- 3 New hires with prior teaching experience shall receive \$500 for each year experience outside the unit up to a maximum of 15 years experience.
- 4 For the 2019-2020 contract, increases for current staff will be added to their existing salary.