

## PROFESSIONAL STAFF CONTRACTS AND COMPENSATION

All employment contracts between ~~local school boards and certificated school personnel and between governing authorities of state agencies and certificated school instructors shall be in writing on forms approved by the Secretary of Public Education.~~ superintendents and licensed school employees shall be in writing on forms approved by the department. These forms shall contain and specify the term of service, the salary to be paid, the method of payment, the causes for termination of the contract and other provisions required by the regulations of the Secretary of Public Education.

All employment contracts between ~~local school boards and certificated school personnel and between governing authorities of state agencies and certificated school instructors~~ superintendents and licensed school employees shall be for a period of one (1) school year except:

- contracts for less than one (1) school year are permitted to fill personnel vacancies which occur during the school year;
- contracts for the remainder of a school year are permitted to staff programs when the availability of funds for the programs is not known until after the beginning of the school year;
- contracts for less than one (1) school year are permitted to staff summer school programs and to staff federally funded programs in which the federally approved programs are specified to be conducted for less than one (1) school year;
- contracts not to exceed three (3) years are ~~permitted for administrators in public schools who are engaged in administrative functions for more than one half (1/2) of their employment time;~~ allowed at the discretion of the governing authority for superintendents; and
- contracts not to exceed three (3) years are ~~permitted~~ allowed at the discretion of the ~~Local School Board for Certificated School Instructors in Public Schools~~ governing authority for licensed school employees in public schools who have been employed in the School District for three (3) consecutive school years.

Except as provided in Section 22-10A-22 NMSA 1978, a person employed by contract pursuant to this section has no legitimate objective expectancy of reemployment, and no contract entered into pursuant to this section shall be construed as an implied promise of continued employment pursuant to a subsequent contract.

Salaries in the District will be differentiated in relationship to duties and responsibilities.

The Superintendent will provide recommendations on salaries and fringe benefits to the Board each year.

After receipt of the Superintendent's recommendations, the Board will annually establish the salaries and benefits for all employees within the budgetary constraints of the District.

*Adopted:* date of manual adoption

LEGAL REF.:22-10A-10 NMSA (1978)

22-10A-21 NMSA (1978)

22-10A-22 NMSA (1978)

6.66.2.8 NMAC

6.66.3.8 NMAC