

## 6.30 CONTRACTS

Teachers will have an initial one or two-year contract at the discretion of the Director except Overseas-Hire teachers who will have an initial two-year contract.

There shall be no obligation on the part of the school or the employee to renew a contract beyond the specified termination date cited in the contract.

Upon satisfactory completion of a probationary period and the term of their current contract all teachers and support staff, may be offered contract renewals of one, two or three years at the discretion of the Director. This clause will be declared null and void in the event of enrolment decline or Force Majeure.

If an overseas foreign hire teacher chooses to extend his/her contract, he/she shall be paid a Contract Renewal Bonus of \$XXXX with their August salary the following school year. The size of the Renewal Bonus will be determined by the Board annually at their November meeting and made public to teachers offered contract renewals by the school before the November 30 deadline.

The deadline for notifying teaching staff of their offer of reemployment and issuing standard contracts will be **November 30**.

Teachers will be informed in writing that the terms of and conditions for contract renewal will always be at least the same as their current contract with step increases built in as described by policy. Teachers will also be informed in writing that increases to the salary scales cannot be published until the Board approves the Indicative Budget for the following school year at their December meeting.

If offered a contract renewal by the school, teaching staff have until the first day of school in January to inform the school in writing that they would accept this offer.

If a teacher remains undecided and thus chooses not to inform the school in writing of the intent to accept the offer at this time, the school will actively seek a replacement for that teacher, whilst remaining in communication with the undecided teacher until an offer has to be made to a suitably qualified replacement for them.

Contracts for other employee groups shall be automatically renewed unless 15 calendar days notice of termination is given by the school.

*Amended by the Board March, 2009*