

**WELD COUNTY SCHOOL DISTRICT RE-1  
14827 W.C.R. 42  
P.O. Box 157  
Gilcrest, Colorado 80623**

**PROBATIONARY TEACHER EMPLOYMENT CONTRACT**

This Probationary Teacher Employment Contract ("Contract") is entered into this \_\_\_\_ day of \_\_\_\_\_, 20\_\_ by and between \_\_\_\_\_ ("Teacher") and WELD COUNTY SCHOOL DISTRICT RE-1 ("District").

1) The term of this Contract shall be for a period commencing on \_\_\_\_\_ and ending on \_\_\_\_\_.

2) The District shall pay to Teacher a salary at a rate based on a gross annual amount of \$\_\_\_\_\_, or as adjusted by any Board of Education approved furlough days(s), payable in (\_\_\_\_) equal installments, plus such additional amounts, if any, as may be due under policies of the District for assigned extra duty performed by the Teacher. If this Contract is terminated or abandoned prior to the performance of all services required hereunder, the Teacher shall be paid through the last date services were performed at the rate described in this paragraph, and shall have no right or claim to additional compensation.

3) Deductions authorized by law or board policy shall be made by the Board of Directors of the District from the monthly installments of the salary due the Teacher.

4) The Teacher agrees to perform reasonable activities and assignments as directed by and in accordance with the requirements of the Board of Directors of the District and its administrative officers for the days of the year and at the times designated from time to time by the Board of Directors of the District and its administrative officers. Other than the initial assignment to teach at [building] and to the extent applicable to a contract for the services of a probationary teacher, the Teacher may only be assigned to another school within the District with the consent of the hiring principal and with input from at least two teachers employed at the school and chosen by the faculty of teachers at the school to represent them in the hiring process, and after a review of the Teacher's demonstrated effectiveness and qualifications, which demonstrate that the teacher's qualifications and teaching experience support the instructional practices of his or her school, The foregoing shall not be construed to limit the District's ability to make assignments in accordance with § 22-63-202(2)(c.5)(V), C.R.S including placing the Teacher in twelve month or other limited-term assignment. These services shall generally be assigned in accordance with the dates and times prescribed in the school District calendar, as it may be amended from time to time. The Teacher shall be required to provide the services required by this Contract for up to \_\_\_\_\_ full school days.

5) This Contract shall at all times be conditioned upon and subject to the requirements that at the time the Teacher enters into this Contract the Teacher shall hold a valid Colorado teacher's license or authorization issued in the manner prescribed by law, and that during the entire time the Teacher performs services pursuant to this Contract the Teacher shall hold a valid Colorado teacher's license or authorization issued in the manner prescribed by law.

6) The Teacher agrees to comply with all laws of the federal and state governments and all duly adopted policies, rules and regulations of the Board of Directors or the administration of the District in performing

all activities and assignments. District rules, policies and regulations shall be made available for review by the Teacher at places designated by the administration, and the Teacher shall take reasonable steps to review all such policies and regulations which may be applicable to the Teacher's job responsibilities. The Teacher shall be knowledgeable regarding the contents of all such policies. The District specifically reserves the right to change its policies, rules and regulations from time to time as it believes appropriate, and the Teacher shall review and comply with such policies, rules and regulations as revised.

7) Notwithstanding any of the provisions of this Contract, in the event that the Teacher fails or refuses to perform the Teacher's duties under this Contract without the failure having been approved by the Board of Education of the District or an administrative supervisor having authority over the Teacher, the Board of Education of the District may, within a reasonable time after that failure, elect in its sole discretion either (a) to treat that failure as an abandonment of this Contract by the Teacher or (b) to treat that failure as grounds for dismissal as provided in Colorado law.

8) If the Teacher abandons, breaches or otherwise refuses to perform services pursuant to this Contract, the Teacher agrees to pay damages to the District, and authorizes the Board of Education of the District to collect or withhold damages from compensation due or payable to the Teacher in accordance with C.R.S. §22-63-202(2), a copy of which is attached hereto and made a part hereof.

9) Notwithstanding any other provision in this Contract or in District policy and procedure, the Teacher agrees that this Contract and any board policy and procedure shall not confer or grant any rights to continued employment subsequent to the term of this Contract.

10) The Teacher shall accept the terms of this Contract within thirty (30) days of receipt of the Contract, unless the Teacher and the District mutually agree on an alternative deadline. If the Teacher fails to sign and return this Contract to the District by the deadline, the District may open the position and offer a contract to another candidate.

IN WITNESS WHEREOF, the parties hereto have executed this Contract to be effective as of the date first above written.

ATTEST:

WELD COUNTY SCHOOL DISTRICT RE-1

\_\_\_\_\_  
Secretary, Board of Education

By: \_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Teacher

Step  
Degree + Hours

Return Original To:  
Office of the Superintendent of Schools  
Weld County School District RE-1  
P.O. Box 157, 14827 W.C.R. 42  
Gilcrest, CO 80623