

Appendix A

**SCHOOL DISTRICT OF WAUPACA
Individual Teaching Contract**

IT IS HEREBY AGREED by and between the School Board of the School District of Waupaca (hereinafter designated as the "School Board") and NAME, a professionally trained educator, legally qualified to teach in the State of Wisconsin (herein designated as "Teacher"), that Teacher is to perform services as a teacher in the District as assigned by the School Board, pursuant to the following terms and conditions:

This Contract shall commence on the 1st day of July, 2015 and terminate on the 30th day of June, 2016.

COMPENSATION: In consideration for the services rendered, the certified staff member is to be paid a base salary of \$ _____ for the term of this contract. The base salary of the certified staff member is subject to modification based upon total base wage negotiations to the extent any bargaining relationship exists as required by law. The Board and the certified staff member acknowledge and agree that the annual salary of certified staff member in subsequent contract years may be increased or decreased in conformance with policies as adopted by the Board, and in accordance with the law including any bargaining obligations. The Board may provide the certified staff member with other employment benefits that it may from time to time deem appropriate for certified staff generally, as specified in Board policy, administrative rule or the Employee Handbook. Nothing in this contract is intended to guarantee the continuation of any benefit and the certified staff member acknowledges that the Board reserves the right to add, to modify and/or eliminate benefits as it deems appropriate for the District.

IT IS FURTHER AGREED this Contract is made and shall remain subject to the provisions of (1) Section 118.21, (2) Section 118.22, Wis. Stats. to the extent it represents full time employment, and (3) all other applicable provisions of Wisconsin law, as revised, the rules, regulations, policies and directives of the School Board now existing and as may be hereinafter enacted. Teacher further agrees to, in all respects, abide by and comply with the same. Section 118.22 does not apply to the extent this is a part time contract.

Teacher agrees to take part in various activities including, but not limited to, teacher institutes, group meetings, curriculum workshops, festivals, clinics, contests, parent-teacher conferences, and in-service workshops.

IT IS FURTHER AGREED this Contract may be modified or terminated at any time during the term hereof by the mutual written agreement of the parties hereto.

The Board reserves the right to lay off Teacher during the term of this Contract based upon the needs of the District. Teacher shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff. It is understood that as a layoff, the non-renewal procedures of Section 118.22, Wis. Stats., do not apply.

The parties hereto agree that this agreement constitutes a binding legal contract for the terms set forth, the breach of which, by either party, will result in liability for damages to the other. It is specifically agreed that in the event Teacher breaches this Agreement by termination of services during the term hereof, the sum of \$400 if prior to July 31 is determined to be the reasonable liquidated damages which the parties looking forward,

reasonably anticipate will flow from such a breach and the School Board will recover from Teacher such amount of liquidated damages, unless expressly waived in writing by the Board. Furthermore, a breach on or after July 31, \$500 is determined to be the reasonable liquidated damages and the Board has the right not to release that teacher until a suitable replacement can be found. The teacher's signature below specifically authorizes the deduction of liquidated damages from the teacher's remaining paycheck(s) if the teacher resigns or otherwise breaches said contract prior to the expiration of this contract.

This Contract is not valid unless signed and returned by Teacher by _____, 2015.

Dated this day of _____, 2015

Kirsten Greenfield, Clerk
School District of Waupaca

I, the undersigned Teacher, represent to the School Board that I am not now under a contract of employment with another school district for any period covered by this Contract. I hereby accept the provisions as set forth in this Contract.

Teacher Signature

Date

Sign below only if you elect to be paid in 24 installments instead of 20 installments

I, the undersigned Teacher, elect to be paid in 24 installments commencing with the first September payroll.

Teacher Signature