

**SOUTHWEST REGION  
SCHOOL DISTRICT  
TEACHER'S CONTRACT FY'16**

This contract is between the SOUTHWEST REGION SCHOOL DISTRICT, hereinafter referred to as the DISTRICT, and Willis Ferenbaugh hereinafter referred to as TEACHER.

The TEACHER is assigned to Koliganek School; provided, however, that the DISTRICT reserves the right to transfer the TEACHER to another assignment in accordance with the collective bargaining agreement, either before or after beginning duties of the proposed agreement.

It is mutually agreed between the DISTRICT and the TEACHER in consideration of the promises and covenants herein contained.

**THAT THE TEACHER WILL:**

1. Perform the duties of teacher in the schools operated by the DISTRICT during the 2015-16 school year, beginning said employment on a date to be determined by the DISTRICT, which date shall be conveyed to the TEACHER along with the TEACHER'S assignment on or before July 1, 2015, for a total of not less than 98 days, which shall include legal school holidays. Salary is based on M+18 (degree/hours) 7 (yr. exp.).

**AND THAT THE DISTRICT WILL:**

2. Pay a salary in accordance with the district salary schedule. Salary for the 2015-16 school year shall be **\$ 36,088.37** to be paid in **(TEACHER to circle one) 10 month or 12 equal payments. If no choice is indicated, the DISTRICT will pay TEACHER in 12 equal payments.** The TEACHER shall be responsible for submitting necessary documentation for salary placement. Salary shall be subject to adjustment if the computation or placement is found to be in error. The parties acknowledge and agree that it is the responsibility of the teacher to review this contract and determine whether or not the contract contains any mistake in salary computation or placement.
3. It is understood that the daily salary rate shall be paid for each day the school is approved for closure by the Commissioner of Education provided that such payment under this paragraph shall be made only if the TEACHER was under contract at the time of closure.

**AND THAT THE TEACHER AND THE DISTRICT AGREE TO BE BOUND BY THE FOLLOWING CONDITIONS:**

4. The term "TEACHER", as employed herein, is defined in AS 14.20.207 (1) and AS 14.20.350.
5. The TEACHER shall abide by terms and conditions set forth within any Teachers' Negotiated Agreement between the SOUTHWEST REGION SCHOOL DISTRICT and Teachers of the SOUTHWEST REGION SCHOOL DISTRICT that is effective during the term of this contract.
6. The TEACHER shall abide by the code of ethics and the professional teaching standards adopted by the Professional Teaching Practice Commission.
7. The TEACHER prior to entrance on duty must file with the DISTRICT a current medical certificate.
8. The TEACHER must hold or have applied for a valid Alaska Teaching Certificate at the time of the entrance on duty and maintain said certificate while employed with the DISTRICT. Expiration, suspension, revocation, or denial of said teaching certificate is grounds for immediate termination of employment without penalty or liability to the DISTRICT.
9. This contract may be terminated without liability to the DISTRICT should the TEACHER fail to discharge the duties imposed either through incapacity or disability or for cause as defined in AS 14.20.170.
10. This contract may be terminated without liability to the DISTRICT should it become necessary to eliminate the position because of decreased enrollment; provided that at least thirty (30) days prior written notice is given. In cases of hardship, the DISTRICT may, in its discretion, afford such compensation as it deems necessary, not to exceed payment for twenty (20) days of service at regular contract per diem rate.
11. If the TEACHER resigns or otherwise terminates this contract without the written consent of the DISTRICT, the TEACHER shall forfeit as liquidated damages five (5) days pay at the daily salary rate.
12. This contract may be terminated by mutual consent of both parties upon thirty (30) days written notice by either party and the written consent of the other party.
13. This contract creates no obligation on the DISTRICT to offer continuing employment to employees except as provided under Alaska Law.
14. The TEACHER authorizes deductions for rent if living in DISTRICT provided housing.
15. The TEACHER agrees to authorize the DISTRICT to make payroll deductions for the applicable state retirement system.
16. The TEACHER shall abide by the policies established by the Southwest Region Schools Board of Education and the procedures established by the District's Superintendent.
17. The TEACHER shall abide by Department of Education Regulations and Statutes of the State of Alaska.
18. The TEACHER swears to the oath of allegiance as prescribed by AS 39.05.045.
19. The violation or breach by the TEACHER of any term, condition, or requirement of this contract shall be grounds for discipline including, but not limited to, termination of employment.
20. This contract must be signed by the TEACHER and returned to the Superintendent to be received no later than **Tuesday, December 22, 2015 @ 4:30PM Alaska Time** or the offer shall be null and void as provided under AS 14.20.145.

**I HEREBY ACCEPT THIS CONTRACT AND THE CONDITIONS HEREIN:**

\_\_\_\_\_  
Date

\_\_\_\_\_  
Teacher Signature

**THIS CONTRACT IS HEREBY APPROVED AND ACCEPTED ON BEHALF OF THE DISTRICT:**

\_\_\_\_\_  
Date

\_\_\_\_\_  
School Board Member Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
School Board Member Signature