

**TERRELL COUNTY BOARD POLICY**  
**Professional Personnel Compensation**  
**Guides and Contracts**

**Descriptive Code: GBA**  
**Issue Date: 10/11/10**  
**Rescinds Code: GBA**  
**Issue Date: 1/14/1980**

Individuals signing contracts with the Board are legally bound by those contracts, as is the Board.

If an individual wishes to be released from a contract, the person must make such a request to the Board. If the Board feels that the individual's reasons for wishing to be released are valid, it may declare the contract null and void. If the Board decides not to release the individual from the contract, and if the individual does not fulfill the terms of the contract, the Board may seek to have the individual's certification revoked by the State Board, if that individual is certified.

An individual who does not fulfill the terms of the contract is declared to be insubordinate and is subject to termination by the Board. Excessive absences, outside the scope of personal leave, sick leave, and maternity leave as mandated by State law shall be considered non-fulfillment of the contract.

The Board shall award teacher contracts on an annual basis. Principals will recommend teachers to the Superintendent for employment for the next school year at least by prior to the Board meeting in March. The superintendent will recommend teachers for employment for the next school year.

All professional employees of the Terrell County School System will be notified officially in writing on or before April 15<sup>th</sup> if they have not been reelected as employees of the Terrell County School System for the next year.

**Comparability of Personnel**

The Terrell County School System shall adhere to a compensation guide prescribed in the salary schedule adopted by the State Board of Education. Annual salary is determined by the type and level of Georgia certificate held, years of experience, the particular position held, and the assignment.

General supplements shall be made to this minimum schedule consistent with the availability of funds and shall be uniform throughout the District in its application.

Special supplements to specific persons shall be related to added responsibilities and workload of the employee and shall be based upon agreement between the Board and the employee.

The Board shall provide those instructional services and personnel which are necessary to

conduct an adequate basic educational program. Supplementary instructional services and personnel will be made available commensurate with School System funds.

### **Local Salary Schedule**

The Terrell County Board of Education is responsible for establishing a salary schedule equal to or greater than the one established by the Georgia State Board of Education for professional personnel.

The salary schedule of auxiliary personnel shall be determined by the Board.