

Lakeland Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date: 02/13/17
		Rescinds: 5.110	Issued: 04/14/14

1 Certified personnel must make a written contract with the Board at a fixed salary per year before
2 entering upon their duties.¹

3 The superintendent shall establish the salary rating of each person employed and shall recommend
4 such salary rating to the Board for its approval.²

5 Contracts for administrators and system-wide professional personnel shall include two-hundred (200)
6 days of responsibility, plus twenty (20) days for each additional month assigned by the Board. Each
7 contract shall provide:³

- 8 1. A minimum of one hundred and eighty (180) working days;
- 9 2. A minimum of five (5) days for in-service education;
- 10 3. Ten (10) vacation days; and
- 11 4. Five (5) days as designated by the Board (teachers shall use one (1) day for parent-teacher
12 conferences).

13 The school calendar adopted by the Board each year shall become part of each employee's contract.

14 Salaries and supplements may be paid from revenue derived from sources other than taxes, provided
15 the revenue is deposited with and salaries paid through the Board. This includes donations or
16 contributions from individual, civic or other non-school related sources of funds from individual
17 school activity funds, such as gate receipts and concessions.^{1,4}

Legal References

1. TCA 49-2-203(a)(1); TCA 49-5-408
2. TCA 49-5-402
3. TCA 49-6-3004
4. TCA 49-6-2006; *Tennessee Internal School Financial Management Manual*, Section 5, Title 6