

## Teton School District No. 401

### CHARTER SCHOOLS

10030

#### Personnel

1. Charter school employees are not employees of the District.
2. The staff of the charter school shall not be a part of the District's employees collective bargaining unit.
3. Should the staff of the charter school elect to participate in collective bargaining, they will be separate and independent from the District for purposes of collective bargaining
4. A District certificated employee who leaves the District for employment as a certificated employee in the intervening years at a charter school approved by the District, but requests to be reemployed by the District within two (2) years of the date that he/she was last employed by the District shall be provided, if appropriate, with a position similar to the one held prior to leaving the District, if
  - a. the District is not in a Reduction of Force, or in another situation in which said position will not be filled, and
  - b. said position has opened only due to the retirement or resignation of another District certificated employee, and the charter school certificated employee has appropriate certification for the open position.
5. A District certificated employee who leaves the District for employment as a certificated employee in the intervening year(s) at a charter school approved by the District, but who requests to be reemployed by the District after two (2) years, but within five (5) years, of the date that he/she was last employed by the District, shall be placed on a minimum of two (2) manifests, as appropriate in compliance with District policies and procedures, and as a part of the District's process for new employees if the employee is seeking an assignment in the same area of certification as when he/she was formerly employed by the District and if the employee provides the District with the following information: an updated transcript and resume, a recommendation and/or evaluations from the charter school, and an indication of his/her preferences for assignment(s), grade(s), or subject(s).
6. Charter school employees requesting return to the District under the conditions specified in items 4 and 5 above shall apply to the Superintendent or designee by March 1 prior to the school year of requested return to the District.
7. A District certificated employee who leaves the District for employment as a certificated employee in the intervening year(s) at a charter school approved by the District, but who requests to be reemployed by the District after two (2) years of the date that he/she was last employed by the District and who is seeking an assignment in a different area of certification than when he/she was formerly employed by the District must apply through the District's equal opportunity employment procedures.
8. A District certificated employee who leaves the District for employment as a certificated employee in the intervening year(s) at a charter school approved by the District, but who requests to be reemployed by the District after five (5) years of the date that he/she was last employed by the District must apply through the District's equal opportunity

- employment procedures.
9. A charter school certificated staff member who has never been employed by the District and who wishes to be employed by the District, must apply through the District's equal opportunity employment procedures. If the employee is hired as a certificated employee in the District, his/her charter school experience shall be counted for placement on the District salary schedule according to District placement procedures for new certificated employees.
  10. Return of former District employees to the District during an academic year shall be at the sole discretion of the District.
  11. A District certificated employee who leaves the District for employment as a certificated employee in the intervening year(s) at a charter school approved by the District, and is reemployed as a certificated employee by the District, shall have his/her charter school experience count on a one-for-one basis for placement on the District salary schedule.
  12. A District certificated employee who leaves the District for employment as a certificated employee in the intervening year(s) at a charter school approved by the District, and who is reemployed as a certificated employee by the District shall receive full credit for his/her years of service in the District.
  13. The board of directors for the charter school shall provide coverage for their employees with the public employee retirement system, federal social security, unemployment insurance and worker's compensation insurance.

Policy History:

Adopted on: August 10, 2009

Revised on: July 19, 2010