



POLICY TITLE: LICENSED EDUCATORS

Policy Type: Executive Limitations

Legal Citations: R277-110, Legislative Supplemental Salary Adjustment; R277-530, Utah Effective Educator Standards; R277-107, Educational Services Outside of Educator's Regular Employment

The School requires all licensed educators to follow the Effective Teaching Standards and Educational Leadership Standards. As such, the School shall provide competitive compensation to attract and retain a high caliber of faculty and staff. The School expects consistent attendance to provide a quality education for students and to keep the School operating efficiently. The School recognizes that school activities can occur outside of regular school hours and shall compensate educators for performing duties that fall outside of their regular employment.

Accordingly, the School Director shall not:

- Fail to implement and follow the Effective Teaching Standards and Educational Leadership Standards.
- Establish compensation and benefits that fail to attract and retain qualified employees.
- Violate laws and regulations relevant to compensation and benefits.
- Fail to develop and follow an employee evaluation plan.
- Fail to conduct at least two formal reviews of all licensed educators per year.
- Award salary adjustments without a satisfactory employee evaluation.
- Fail to develop procedures for proper notification of absences to supervisors.

- Fail to develop procedures to adequately compensate employees for work done outside of their regular employment.