

All employment contracts between the superintendent of the Lordsburg Municipal Schools, herein "the District" and school personnel shall be in writing on forms meeting the requirements of the Public Education Department. These forms shall contain and specify the terms of service, date, salary to be paid, method of payment, causes for termination of the contract, and other provisions pursuant to regulations of the local Board and the Public Education Department.

Employment contracts between the District and licensed school personnel are generally for a period of one (1) year. However, two-year contracts for licensed personnel are permissible under New Mexico Statutes and regulations of the Public Education Department at the discretion of the District.

The superintendent's contract shall be negotiated between the superintendent and Board of Education. The Board reserves the right to offer a one (1) year, two (2) year, or three (3) year contract to the superintendent.

Other administrators' contracts shall be negotiated between the administrator and the superintendent. The superintendent reserves the right to offer a one (1) year contract or a two (2) year contract to any administrator.

The principal has direct supervisory responsibilities over the staff at each school site. The principal shall make recommendations to the superintendent for re-employment or dismissal of employees assigned to his/her building.

Some staff members are not assigned to work under the direction of a particular principal. Those employees will have an assigned administrative supervisor who is responsible for the evaluation of their performance and for making recommendations to the superintendent for their re-employment or dismissal.

The superintendent of schools, based upon his/her observations and evaluations, shall hire, re-employ, transfer, or dismiss administrative employees.

Notices of re-employment or dismissal will be disseminated to all contracted employees pursuant to New Mexico statutes. Contracts will be disseminated only after the district's budget has been approved by the Public Education Department and local Board of Education in accordance with state regulations.