

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Administrative Procedure Manual
Section	Chapter 5 Human Resources
Title	AP 5040 Contracts/Compensation
Number	AP 5040
Status	In Development
Legal	Chavez/Huerta K-12 Preparatory Academy Board of Directors Taxpayer Bill of Rights (TABOR)
Adopted	Tuesday, April 14, 2020
Last Reviewed	Tuesday, December 14, 2021

CHPA Employment Agreements

In establishing the CHPA Employment Agreements for staff and faculty, the President/CEO, in coordination with the Chief Human Resources Officer, can recommend to the CHPA Board of Directors for approval the utilization of 1-year, 2-year, or 3-year Employment Agreements. Any multi-year Employment Agreement will not constitute a multi-year fiscal obligation in violation of TABOR. All multi-year agreements will remain at-will and will be subject to annual performance evaluations and annual budget appropriations.

Additional Compensation for Internal Substitute Teaching

CHPA will pay additional compensation for internal classroom substitute assignments detailed in the following categories:

- Teachers who substitute during their regularly scheduled plan period will receive \$50 per plan period.
- Staff who are reassigned from their regular duties to substitute in a classroom will receive \$100 per day for an assignment exceeding 4 hours and \$50 per assignment under 4 hours.
- In situations when students are divided among the other grade level classes due to a Teacher absence, the receiving Teacher will receive \$75 per day.

Last Revised Wednesday, December 08, 2021