

53A-3-411 Employment of school personnel -- Length of contract -- Termination for cause -- Individual contract of employment -- Employee acknowledgment of liability protection.

- (1) A local school board may enter into a written employment contract for a term not to exceed five years.
- (2) Nothing in the terms of the contract shall restrict the power of a local school board to terminate the contract for cause at any time.
- (3)
 - (a) A local school board may not enter into a collective bargaining agreement that prohibits or limits individual contracts of employment.
 - (b) Subsection (3)(a) does not apply to an agreement that was entered into before May 5, 2003.
- (4) Each local school board shall:
 - (a) ensure that each employment contract complies with the requirements of Section 34-32-1.1;
 - (b) comply with the requirements of Section 34-32-1.1 in employing any personnel, whether by employment contract or otherwise; and
 - (c) ensure that at the time an employee enters into an employment contract, the employee shall sign a separate document acknowledging that the employee:
 - (i) has received:
 - (A) the disclosure required under Subsection 63A-4-204(4)(d) if the school district participates in the Risk Management Fund; or
 - (B) written disclosure similar to the disclosure required under Section 63A-4-204 if the school district does not participate in the Risk Management Fund; and
 - (ii) understands the legal liability protection provided to the employee and what is not covered, as explained in the disclosure.

Amended by Chapter 285, 2005 General Session