

SHALER AREA SCHOOL DISTRICT

POLICY 408

SECTION: PROFESSIONAL EMPLOYEES
 TITLE: EMPLOYMENT CONTRACT FOR TEACHERS
 ADOPTED: November 18, 1998
 REVISED:

408. EMPLOYMENT CONTRACT FOR TEACHERS

1. Purpose
SC 1121 Professional employees and temporary professional employees must have an employment contract that is in conformance with the School Code. This policy establishes considerations for these categories.
2. Authority The Board has the authority under law to prescribe employment conditions for the personnel of the school district. Willful misrepresentation of facts material to the employment and determination of salary level shall be considered cause for disciplinary action or dismissal of the employee.
3. Guidelines
SC 1121
Act 16 of
1996 It shall be the policy of this school district that all professional and temporary professional employees shall execute an employment contract upon employment, which shall automatically renew itself each year unless one of the parties shall give written notice sixty (60) days prior to its expiration that it will not be renewed, except that nontenured employees upon reaching the status of tenure shall be required to execute a new contract.
- SC 1121 The contract shall specify those matters contained in statute for professional and temporary professional employees. For part-time employees of a professional category, the contract or Board resolution shall be in accordance with this policy.

This policy shall apply equally to full-time and part-time personnel.

The contract or resolution shall include:

1. The beginning compensation.

2. Term of employment and work period for which compensation will be paid.
3. A statement as to the disposition of the employee in the event the assignment is curtailed or discontinued.
4. A statement as to how notice of termination or modification is to be made.
5. A statement of seniority rights, if any.

The terms of a collective bargaining agreement, if it exists, may supersede the specifics of an individual employee contract in certain areas of conditions of employment.

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In the event that controversy arises with respect to the application of an individual employee contract that is superseded by a collective bargaining agreement, that controversy shall be resolved in accordance with the grievance procedure in that agreement.

The following guidelines are to be followed in the resolution of problems concerning the application of contracts:

1. The Board shall be promptly notified of any controversy that arises regarding any error in the salary paid to any employee or any misunderstanding arising from the application of a given contract.

School Code
1121, 1178