

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT CONTRACT

ADOPTED: August 28, 1997

REVISED:

# COUNCIL ROCK SCHOOL DISTRICT

408. EMPLOYMENT CONTRACT	
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.
3. Guidelines	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.
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 entitlement, 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; nontenured persons upon reaching the status of tenured employees shall be required to execute a new contract. This policy shall apply equally to full-time and part-time personnel.
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.  The contract or resolution shall include: <ol style="list-style-type: none"> <li>1. Beginning compensation.</li> <li>2. Term of employment and work period for which compensation will be paid.</li> <li>3. Statement of fringe benefits entitlement.</li> <li>4. Statement as to how notice of termination or modification is to be made.</li> </ol>

<p>School Code 1121, 1178</p>	<p>5. Statement of seniority rights, if any.</p> <p>The terms of a collective bargaining agreement may supersede the specifics of an individual employee contract in certain areas of conditions of employment.</p> <p>The Board shall be notified of any misunderstanding arising from the application of a given contract.</p>
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