

SECTION: EMPLOYEES

TITLE: EMPLOYMENT CONTRACT/  
BOARD RESOLUTION

ADOPTED:

REVISED: April 22, 2014

# DEER LAKES SCHOOL DISTRICT

<p>1. Authority SC 406, 510, 1089, 1109.2, 1121</p> <p>SC 1101, 1121</p> <p>SC 1108 Pol. 313</p> <p>SC 510, 1089</p>	<p style="text-align: center;">308. EMPLOYMENT CONTRACT/BOARD RESOLUTION</p> <p>The Board has the authority under law to prescribe employment conditions for district personnel.</p> <p>For the mutual benefit and protection of the district and its employees, the Board directs that, as the policy of this school district:</p> <ol style="list-style-type: none"> <li>1. Professional employees, as defined in the School Code, shall sign an employment contract upon employment, which shall continue in force unless terminated by the employee by written resignation presented sixty (60) days in advance or terminated by the Board in accordance with law. The contract shall specify those issues required by law.</li> <li>2. Temporary professional employees, upon attaining tenure status, shall sign a contract for professional employees.</li> <li>3. Noncertificated administrative and classified employees shall be employed through a contract or Board resolution.</li> </ol> <p>The Board shall be notified promptly of any misunderstanding arising from the application of a given contract or resolution, or any error in salary paid to the employee.</p> <p>Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.</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><u>Classified Employees</u></p>
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Each newly employed classified employee shall serve a probationary period of ninety (90) days, or other period specified in the applicable collective bargaining agreement, during which time s/he shall be subject to discharge without notice.

Should an employee terminate without giving the contractually specified notice, s/he shall be paid only for the days worked.

References:

School Code – 24 P.S. Sec. 406, 510, 1073, 1089, 1101, 1108, 1109.2, 1121

Board Policy – 313