



**NORTH ALLEGHENY
SCHOOL DISTRICT**

SECTION:	PROFESSIONAL EMPLOYEES
TITLE:	EMPLOYMENT CONTRACT
ADOPTED:	9/28/16
REVISED:	

408 - EMPLOYMENT CONTRACT

Section 1. Purpose

SC 1121

Employees who are certificated and covered by tenure law must have an employment contract or Board resolution that is in conformance with the School Code. Non-certificated and/or non-tenured professional employees may be covered by an employment contract or Board resolution that sets forth certain elements considered essential.

Section 2. Authority

SC 1089, 1106

a. The Board has the authority under law to prescribe employment conditions for District personnel.

SC 1121

b. It shall be the policy of this School District that all professional employees execute a contract upon employment, which shall automatically renew itself each year according to the Collective Bargaining Agreement unless stated otherwise or unless one of the parties gives written notice sixty (60) days prior to its expiration that it will not be renewed.

Section 3. Guidelines

SC 1121

- a. The contract shall specify those matters contained in statute for certificated employees, consistent with this policy. The contract or Board resolution may include:
1. The initial compensation.
 2. Term of employment and work period for which compensation shall be paid.
- b. The school year for all professional contracts shall consist of the number of days stipulated in the Collective Bargaining Agreement.
- c. Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.

- d. The Board shall be notified promptly of any misunderstanding arising from the application of a given contract or resolution.
- e. The terms of a collective bargaining agreement may supersede the specifics of an individual employee contract.

References:

School Code – 24 P.S. Sec. 1106, 1121
Board Policy 313

Replaces Policies:

2700
5110