



**NORTH ALLEGHENY  
SCHOOL DISTRICT**

<b>SECTION:</b>	<b>CLASSIFIED, CONFIDENTIAL, AND PARAPROFESSIONAL EMPLOYEES</b>
<b>TITLE:</b>	<b>EMPLOYMENT CONTRACT</b>
<b>ADOPTED:</b>	<b>9/28/16</b>
<b>REVISED:</b>	

**508 - EMPLOYMENT CONTRACT**

**Section 1. Purpose**

SC 1121

Classified, confidential, and paraprofessional 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 classified, confidential, and paraprofessional employees be employed through the terms of the appropriate agreement or Collective Bargaining Agreement.

c. Classified, confidential, and paraprofessional employees shall be employed through a Board resolution which sets forth the full conditions of employment and continues from year-to-year until altered by Board action.

**Section 3. Guidelines**

SC 1121

a. For classified, confidential, and paraprofessional employees, the contract or Board resolution shall be in accordance 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 or fiscal year for all paraprofessional employees and bus drivers shall consist of the number of days stipulated by the assigned classification per the Collective Bargaining Agreement.

c. The fiscal year for Facilities employees and confidential employees (12

months) shall commence the first day of July and shall be completed on the thirtieth day of the following June.

- d. Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.
- e. The Board shall be notified promptly of any misunderstanding arising from the application of a given contract or resolution.
- f. The terms of a collective bargaining agreement may supersede the specifics of an individual employee contract.

**References:**

School Code – 24 P.S. Sec. 1089, 1106, 1121

Board Policy 313

**Replaces Policies:**

2700

5110