

LINE MOUNTAIN SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT CONTRACT

ADOPTED: September 26, 1979

REVISED: October 26, 1982
January 22, 2013

408. EMPLOYMENT CONTRACT	
1. Purpose	Professional employees and temporary professional employees must have an employment contract that is in conformance with the School Code.
2. Authority SC 1106	The Board has the authority under law to prescribe employment conditions for the personnel of the school district. Willful misrepresentation of facts material to employment and determination of salary level shall be considered cause for dismissal of the employee.
SC 1121	It shall be the policy of this school district that all professional and temporary professional employees execute a contract upon employment, which shall automatically renew itself each year unless one of the parties gives written notice sixty (60) days prior to its expiration that it will not be renewed.
Pol. 413	Nontenured employees, upon reaching the status of tenure, shall be required to execute a new contract.
3. Guidelines SC 1121, 1146	<p>The contract shall specify those matters contained in statute for professional and temporary professional employees. For part-time professional employees, the contract or Board resolution shall be in accordance with established policy and procedures.</p> <p>The contract or resolution may include:</p> <ol style="list-style-type: none"> 1. Beginning compensation. 2. Term of employment and work period for which compensation will be paid. 3. Statement of fringe benefits entitlement. 4. Statement as to disposition of the employee if the assignment is curtailed or discontinued. 5. Statement of procedures for notice of termination or modification.

<p>School Code 1106, 1121, 1146</p> <p>Board Policy 413</p>	<p>6. 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 conditions of employment.</p> <p>In the event that controversy arises with respect to the application of an individual employee contract that is superseded by a collective bargaining agreement, that controversy shall be resolved in accordance with the grievance procedure in that agreement.</p> <p>The Board shall be notified promptly of any misunderstanding arising from application of a given contract or any error in salary paid to the employee.</p>
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