

**SPRINGFIELD  
TOWNSHIP  
SCHOOL DISTRICT**

SECTION: EMPLOYEES

TITLE: EMPLOYMENT CONTRACT/  
BOARD RESOLUTION

ADOPTED: March 18, 2014

REVISED:

<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. Tenured and certificated administrative employees shall be offered an employment contract upon employment which shall automatically renew itself each year unless terminated by the employee through written resignation presented sixty (60) days in advance or terminated by the Board.</li> <li>3. Temporary professional employees, upon attaining tenure status, shall sign a contract for professional employees.</li> <li>4. Noncertificated administrative and support employees shall be employed through a contract, agreement, or Board resolution.</li> </ol> <p>Each newly employed noninstructional and noncertificated administrative and support employee shall serve a probationary period, as stipulated in the applicable individual contract or collective bargaining agreement.</p> <p>Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.</p>
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	<p>References:</p> <p>School Code – 24 P.S. Sec. 406, 510, 1073, 1089, 1101, 1108, 1109.2, 1121</p> <p>Board Policy – 313</p>
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