

FAIRVIEW SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT CONTRACT

ADOPTED: June 20, 1994

REVISED:

408. EMPLOYMENT CONTRACT	
<p>1. Purpose SC 1121</p>	<p>Professional employees and temporary professional employees must have an employment contract that is in conformance with the School Code.</p>
<p>2. Authority AP 408</p>	<p>The Board has the authority under law to prescribe employment conditions for the personnel of the school district. Willful misrepresentation of facts material to the employment and determination of salary level shall be considered cause for disciplinary action or dismissal of the employee.</p>
<p>3. Guidelines</p>	<p>The Board recognizes that the relationship between the teachers and the Board are governed by the terms of the master agreement between the Fairview Education Association and the Fairview School District. It is the intent of Board policy to avoid making exceptions to this agreement for individual teachers.</p>
<p>SC 1121</p>	<p>It shall be the policy of this school district that all professional and temporary professional employees shall execute an employment contract upon employment, which shall automatically renew itself each year unless one of the parties shall give notice sixty (60) days prior to its expiration that it will not be renewed, except that nontenured persons upon reaching the status of tenured persons shall be required to execute a new contract.</p> <p>The contract shall specify those matters contained in statute for professional and temporary professional employees and shall include: the beginning compensation; term of employment and work period for which compensation will be paid; a statement of fringe benefits entitlement; and a 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 areas of conditions of employment.</p> <p>The Board shall be notified of any misunderstanding arising from the application of a given contract.</p>

<p>School Code 1121, 1178</p>	<p><u>Coaches' Contracts</u></p> <p>The Board, upon a recommendation of the Superintendent, shall employ, reclassify or dismiss all coaching personnel.</p>
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