



Book	BHASD Policies
Section	300 Employees
Title	Employment Contract
Code	308
Status	Active
Adopted	June 28, 2004
Last Revised	December 7, 2020

Applicable Staff

ADMINISTRATIVE, PROFESSIONAL EMPLOYEES, AND CLASSIFIED EMPLOYEES

Authority

The Board has the authority under law to prescribe employment conditions for district personnel. [\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

For the mutual benefit and protection of the district and its employees, the Board directs that, as the policy of this school district:

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, notice that it will not be removed, or terminated by the Board in accordance with law. The contract shall specify those issues required by law. [\[6\]](#)[\[5\]](#)
2. Temporary professional employees, upon attaining tenure status, shall sign a contract for professional employees. [\[7\]](#)[\[8\]](#)
3. Non-certificated administrative and support employees shall be employed through a contract or Board action. [\[2\]](#)[\[3\]](#)

An employment contract or agreement may specify:

1. Salary at which the person is employed.
2. Term of Employment and work period.
3. Conditions and length of the probationary period.
4. Statement of fringe benefits entitlement.
5. Provision for termination of contract on notice duly given.
6. Other matters necessary for a full and complete understanding of the contract or resolution.

The Board shall be notified promptly of any misunderstanding arising from the application of a given contract or resolution, or any error in salary paid to the employee.

Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.

Legal

1. [24 P.S. 406](#)
2. [24 P.S. 510](#)
3. [24 P.S. 1089](#)
4. [24 P.S. 1109.2](#)
5. [24 P.S. 1121](#)
6. [24 P.S. 1101](#)
7. [24 P.S. 1108](#)
8. Pol. 313
- [24 P.S. 1073](#)