

Book	Policy Manual
Section	300 Employees
Title	Employment Contract/Joint Operating Committee Resolution
Code	308
Status	First Reading
Legal	1. 24 P.S. 1089 2. 24 P.S. 1850.1 3. 24 P.S. 1101 4. 24 P.S. 1121 5. 24 P.S. 1108 6. Pol. 313
Last Revised	August 3, 2018
Last Reviewed	August 3, 2018

Authority

The **Joint** Operating Committee has the authority under law to prescribe employment conditions for school personnel.[\[1\]\[2\]](#)

For the mutual benefit and protection of **the school and its employees, the Joint Operating Committee directs that, as the policy of this school:**[\[3\]\[4\]](#)

1. Certificated administrative and 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 Joint Operating Committee in accordance with law.** The contract shall specify those **issues required by law.**
2. Temporary professional employees, upon **attaining** tenure status, shall **sign** a contract **for professional employees.**[\[5\]\[6\]](#)
3. Noncertificated administrative **and** classified **employees shall be** employed **through** a contract or **Joint** Operating Committee resolution.[\[1\]\[2\]](#)

The **Joint** Operating Committee 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.

The terms of a collective bargaining agreement, if it exists, may supersede the specifics of an individual employee contract **or Board resolution** in certain areas of conditions of employment.

Last Modified by Terri Birchard on August 3, 2018