

SEVEN GENERATIONS CHARTER SCHOOL	SECTION: EMPLOYEES
	TITLE: 308 – EMPLOYMENT CONTRACT
	ADOPTED: 15 November 2016
	REVISED:

Policy	<p>The Board of Trustees of Seven Generations Charter School (“Board”) has the authority under law to prescribe employment conditions for school personnel.</p> <p>For the mutual benefit and protection of the school and its employees, the Board directs that, as the policy of this school:</p> <ol style="list-style-type: none"> 1. Professional employees 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 policy. 2. Temporary professional employees shall sign a contract for professional employees. 3. Noncertificated administrative and classified employees shall be employed through a contract or Board resolution. <p>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.</p> <p>Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.</p> <p>The Board approves the implementation of a (2) year employment contract, renewable annually, for teachers who have been employed by Seven Generations Charter School for more than one full contracted year and have met job performance expectations. [As Pennsylvania is an at-will state regarding employment, a two year contract does not protect an employee if their performance does not meet expectations.] (adopted 5/19/2015)</p>
Delegation of Responsibility	<p>The Board of Trustees of Seven Generations Charter School authorizes the Chief Executive Officer (CEO) or his/her designee to enforce this policy</p>
References	<p>School Code – 24 P.S. Sec. 406, 510, 1073, 1089, 1101, 1108, 1109.2, 1121 School Policy – 310, 367</p>