

PROFESSIONAL STAFF CONTRACTS

The School Board shall enter into written contracts with professional staff, (teachers, principals, assistant principals, and supervisors) as defined in 8 VAC 20-440-10 before such employees assume their duties except as noted below. Contracts will be in the form permitted by the Board of Education, with special covenants added by the School Board as appropriate. Contracts shall be signed in duplicate, with a copy furnished to each party.

Written contracts are not required with persons who are temporarily employed. A temporarily employed teacher, is 1) one who is employed to substitute for a contracted teacher for a temporary period of time during the contracted teacher's absence, or 2) one who is employed to fill a teacher vacancy for a period of time, but for no longer than 90 teaching days in such vacancy, unless otherwise approved by the Superintendent of Public Instruction on a case-by-case basis, during one school year.

Coaching contracts and contracts for extra curricular activity sponsorship assignments where a monetary supplement is paid shall be separate from the employee's primary contract and termination of the coaching contract shall not constitute cause for the termination of the primary contract.

For purposes of this policy, "extracurricular activity sponsorship" means an assignment for which a monetary supplement is received requiring responsibility for any student organizations, clubs, or groups such as service clubs, academic clubs and teams, cheerleading squads, student publication and literary groups, and visual and performing arts organizations except those that are conducted in conjunction with regular classroom, curriculum, or instructional programs.

ADOPTED: February 8, 1983

REVISED: November 11, 1986
April 11, 1989
July 1, 1991
September 14, 1999
October 10, 2006
July 13, 2010
October 9, 2012
August 13, 2013

LEGAL REFERENCES: Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-302.
8 VAC 20-440-10

CROSS REFERENCES: GCBB Supplement/Stipend Pay
GCDA Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect
GCE Part-Time and Substitute Professional Staff Employment
GCG Professional Staff Probationary Term and Continuing Contract
GCPB Resignation of Professional Staff Members
GCPD Professional Staff Discipline
GCPF Suspension of Staff Members