HUMAN RESOURCES

Recruitment, Selection, and Appointment

Contracts—Teachers, Educational Administrators, Transportation Personnel, and Athletic Coaching or Other Extra-Duty Assignments

This policy supersedes Policy 4120.7.

I. PURPOSE

To establish policy with regard to issuance of contracts to selected employee groups.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy Statement has been added.

III. PHILOSOPHY

The School Board affirms that teachers and educational administrators, and certain other employees' contracts help create a clear, professional, and structured relationship that benefits both the employer and the employee. These contracts outline expectations, protect both parties, and ensure the process is transparent and productive.

IV. AUTHORITY

The School Board shall authorize contracts to be issued to teachers and educational administrators and certain other employees in accordance with the rules and regulations of the Virginia Board of Education and the Fairfax County School Board.

V. IV. TYPES OF CONTRACTS

The annual contract with professional personnel and the continuing contract with professional personnel are specific to teachers and educational administrators. The athletic coach and extra-duty contract are issued to individuals assigned to these positions at the local school level. These contracts are prescribed by the Code of Virginia and Virginia Board of Education guidelines. In addition, the School Board may issue contracts for other types of administrators, for specified terms, as it deems appropriate.

VI. V. ELIGIBLE EMPLOYEES

A. Teacher-scale personnel whose positions require certification.

B. Educational administrators whose positions require certification, or other positions for which the School Board deems contracts appropriate.

C. Individuals who are assigned or hired to perform authorized supplemental duties.

D. Other types of employees as determined by the School Board.

Legal reference: Code of Virginia, Section 22.1-302.

Cross Reference: Regulation 4120, Contracts—Teachers, Other Licensed Professionals, Transportation Personnel, Food and Nutrition Services Personnel, Athletic Coaching or Extra-Duty Assignments

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FAIRFAX COUNTY SCHOOL BOARD