      SCHOOL DISTRICT

**CONTRACT FOR EMPLOYMENT AS A**

**PROBATIONARY CERTIFICATED EMPLOYEE**

*District Under 250 ADA*

This Contract, made as of the signature date shown below, provides for probationary certificated employment of       (“Employee”) by the       School District (“District”) (collectively “the Parties”).

**RECITALS**

A. Employee understands and agrees that during the term of this Contract, he/she will be classified as Probationary.

B. Employee represents that he/she possesses the following California credentials and certificates, duly registered with the County Office of Education/County Superintendent of Schools and will provide verifications of such credentials and certificates.

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| --- | --- |
| **Type of Credential/Authorization** | **Expires** |
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C. Employee further represents that he/she is not under contract or any other employment obligation or agreement with another school district or any other public or private school entity that would conflict with this Contract.

D. District by law is empowered to hire certificated persons and is desirous of filling a certificated position for the time period shown below.

E. District expressly relies on the above representations of Employee in entering into this Contract.

**NOW, THEREFORE,** the Parties, and each of them, agree as follows:

**TERMS**

1. **Recitals.** The recitals above are true and correct.

2. **Employment**. District offers to Employee, and Employee accepts, employment in the certificated service of District pursuant to the terms of this Contract.

3. **Terms of Employment**. This Contract provides for employment beginning      , 20      and continuing until the earliest of the following events:

a. Resignation;

b. Retirement;

c. Termination of employment due to layoff;

d. Termination of employment due to abandonment of position;

e. Termination of employment due to failure to maintain a valid credential, certificate, or authorization;

f. Dismissal for cause;

g. Termination for any other reason authorized by law; or

h. June 30, 20     .

4. **Consent to Assignment and Maintenance of Credential(s).** Employee consents to placement in any lawful assignment. Employee warrants and represents that he/she will, with respect to each credential or authorization recited above and any other credential subsequently obtained by Employee:

a. Immediately register each credential or authorization with all appropriate agencies, including the County Office of Education/County Superintendent of Schools.

b. Take and pass all examinations or continuing education courses which are now, or may be, required for renewal of each credential authorization.

c. Refrain from any act or omission which is intended to or will result in suspension, revocation, expiration, or de-registration of any or all credentials or authorizations.

Employee acknowledges that his/her employment with District is expressly conditioned on maintenance of each credential and authorization. Failure to maintain valid certification will result in termination of employment and this Contract. A decision by District not to terminate and/or pursue remedies for breach of contract under this Contract shall not be deemed a waiver of District’s rights with respect to a later incident of failure to maintain a valid credential or authorization.

5. **English Learner Requirement.** Employee acknowledges that he/she must timely complete any and all requirements for English Learner certification, if not already completed. Certification must be obtained no later than January 15 of the second year of employment if reemployed for a second year.

6. **Compensation, Health and Welfare Benefits, and Leaves of Absence**.

a. Employee will be compensated for services after appropriate placement on the certificated salary schedule and as shown in Attachment A. Initial placement and compensation will be as determined by District salary schedule. It is Employee’s responsibility to provide District with evidence of entitlement to specific placement.

b. Any available health and welfare benefits and leaves of absence are also shown in Attachment A.

c. Compensation payment will be made monthly by payroll salary warrant with appropriate withholdings required by law and other legally authorized deductions.

d. District shall be entitled to recover for any erroneous excess payment, regardless of cause. Employee acknowledges and agrees that any excess payments discovered within a fiscal year may be recovered, in whole or in part, by adjustment of further payments due during or on account of that fiscal year.

7. **Final Approval of Contract.** Upon execution by Employee, this Contract constitutes an irrevocable acceptance of employment but confers no equitable or legal rights until and unless the Contract is approved by District’s Board of Trustees (“Board”) at a lawfully conducted public meeting or by a designee of the Board who has been expressly delegated, by the Board, the authority to approve such contracts.

8. **Adherence to Laws and Regulations.** Employee agrees that he/she will faithfully adhere to all laws of the State of California and the United States; the regulations of the State Board of Education; the regulations, policies, and directives of District; and all lawful directives of Employee’s superiors.

9. **Entire Agreement.** This Contract may be executed in several counterparts, such that signatures appear on separate signature pages. A copy or original of this document with all signature pages appended together shall be deemed a fully-executed Contract and shall be deemed legally effective at such time as the fully-executed Contract is delivered to the Parties. Facsimile or scanned signatures shall have the same effect as original signatures for all purposes.

Executed on       at      , California.

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| Name: | Name: |
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| District Administrator’s Signature | Employee’s Signature |
| Title: |  |