



Book	Policy Manual
Section	400 Professional Employees
Title	Teachers' Employment Contract
Code	408
Status	Active
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### **Purpose**

Tenured professional employees and temporary professional employees (“employees”) with Springfield School District (“District”) must have an employment contract that is in conformance with the Pennsylvania School Code. After each employee’s position is confirmed by action of the Board of School Directors of Springfield School District (“Board”), the employee shall receive an individual copy of the employee's teaching contract, which will set forth, among other terms, the terms of renewal and termination of such contract.

### **Authority**

The Board has the authority under law to prescribe employment conditions for the personnel of the District. Willful misrepresentation of facts made by the employee that are material to the employee’s employment and determination of salary level shall be considered cause for disciplinary action or dismissal of the employee. [\[1\]](#)

### **Delegation of Responsibility**

The Superintendent will develop and publish administrative guidelines which are consistent with this policy.

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