



## CONTINUING CONTRACT WITH PROFESSIONAL PERSONNEL

THIS CONTRACT is between the FAIRFAX COUNTY SCHOOL BOARD (School Board) and Ellen T. Reilly (Employee), [REDACTED] (Emp.#). The School Board agrees to employ and the Employee agrees to accept such employment in the position of Principal, HS (Position), subject to the authority of the School Board, under the supervision and direction of the Division Superintendent. By entering into this contract, the Employee certifies that all of the qualifications for a Principal, HS (Position) have been met and that the Employee's resume and other application materials are accurate. The School Board and the Employee agree to the following employment conditions:

### EMPLOYMENT CONDITIONS

1. The services to be performed hereunder shall begin on July 01, 2015 (month, day, and year), and terminate on the last day of the 2015-2016 (school year). In the event this contract is terminated prior to the end of the contract period, payment will be made for services rendered.
2. The annual salary for the full 2015-2016 (school year), based on 260 (days), 032 (degree or job group), 14 (step), and a factor of 1.000, is \$136,346.00 (amount). Any compensation changes shall be provided by a separate salary notification. The schedule of payments under this contract shall be in 10 monthly salaried installments beginning the last business day of September for a 9 1/2-, 9 3/4-, 10-, 10 1/4-, or 10 1/2-month contract; in 11 monthly salaried installments beginning the last business day of August for an 11-month contract; and 12 monthly salaried installments beginning the last business day of July for a 12-month contract. If the Employee begins employment after the first scheduled contract workday, ends prior to the last scheduled contract workday, has an employment change affecting annual salary, has unexcused absences from duty or has other absences for which the employee is not entitled to paid leave, all prorations to pay shall be made as a percentage of monthly salary in accordance with the current version of Regulation 5610, Pay of Personnel, and the latest version of Notice 4421, School Calendar. The School Board will withhold all required contributions deemed mandatory by federal and state law, and School Board regulations. These may include but are not limited to Social Security, Medicare and income withholding taxes; retirements; insurances and others required by law or regulation. Contributions for certain benefit plans and voluntary programs will be withheld in installments as noted in the current versions of Regulation 4710, Benefit Plan Contributions and Salary Deductions and Regulation 5610, Pay of Personnel.

When schools are closed as a result of inclement weather or for other cause, the School Board may require such loss of time to be made up within the school term or may extend the school term without additional compensation.

This contract is contingent upon approval by the government appropriating body of an annual budget sufficient to fund the Employee's position and may be discontinued in accordance with Section 22.1-99, Section 22.1-304, Section 22.1-307, or otherwise in accordance with law.

3. The Employee shall perform such pertinent duties during the period of this contract as are deemed necessary by the School Board, Division Superintendent, or their designees. The Employee shall attend all assigned meetings during the hours of school operation; be at school during the hours of school operation; and be present at school or at other locations during such times as the School Board, Division Superintendent, their designees, or the Employee's principal or program manager may direct in connection with school events or activities. The Employee accepts these professional obligations and responsibilities and understands that duties may be assigned that will require participation and attendance outside the hours of school operation in accordance with the applicable FCPS rules, regulations, and policies.
4. The Employee further agrees to meet all professional obligations and responsibilities; comply with provisions of the Constitutions of Virginia and the United States, federal law, the Code of Virginia, the Virginia State Board of Education regulations, and with the rules, regulations, and policies of the school system. The Employee understands and agrees that the School Board, Division Superintendent, and their designees reserve the right to change the rules, regulations, and policies of the school system as they deem necessary, at any time. The Employee will be provided with appropriate notice, as practicable, prior to the implementation of any such changes.
5. The Division Superintendent shall have authority to assign an Employee to a position for which Employee is qualified in the school system and may reassign an Employee to any school or work location within the division during the term of this contract provided no such reassignment shall adversely affect the salary of the Employee under the contract for the school year in which the contract is valid.
6. The School Board, upon recommendation of the Division Superintendent, may place an Employee on probation, or may dismiss, nonrenew, suspend, in accordance with the Code of Virginia and school system policies and regulations, paying for services rendered in accordance with this agreement to date of dismissal.


7. A request to resign that is submitted after April 15 that is to take effect prior to the following school year, or that is to take effect during the school year in which the Employee submits the request, must include the reason for the resignation. Any request that is submitted: (i) after June 15, to take effect prior to the term of the following school year's contract, or (ii) to take effect during the school year in which the Employee submits the resignation request, is not in compliance with the notice requirements of this contract and will not be accepted unless the late notice was due to extraordinary circumstances beyond the control of the Employee. If the Division Superintendent or designee determines that the Employee did not have good cause for the late resignation, the School Board or Division Superintendent may accept or reject the resignation request. If the request is accepted, the Division Superintendent or School Board will, absent an express agreement otherwise, impose the following conditions:

- a. The Employee shall not be eligible for reemployment with the school system.
- b. In response to reference requests, the school system will advise that the Employee resigned his or her position without adequate notice and in breach of contract.

If the School Board or Division Superintendent rejects the Employee's request to resign, and the Employee nonetheless declines to revoke his or her request to resign, the School Board may dismiss the Employee for breach of contract and abandonment of position. A recommendation to revoke the Employee's license may be made as provided for in the Code of Virginia. Conditions (a) and (b) above also shall be imposed.

8. This contract shall be null and void and of no further force or effect if the Employee is not eligible under federal or state law to work in the United States.
9. The provisions of this contract supersede the provisions of any previous contract entered into for the purpose of employment.
10. Failure of the Employee to fulfill this contract may constitute sufficient grounds for the termination of the contract by the School Board.
11. The Employee shall meet, in full, state teacher licensure requirements for the position held within the time limits imposed by the regulations of the Virginia State Board of Education, the school division, and/or the Southern Association for Accreditation of Schools and Colleges. This contract is null and void if at any point during the term of this contract, the Employee does not hold a valid license as defined in the regulations of the Virginia State Board of Education.
12. This contract of employment shall remain in full force and effect from year-to-year subject to the provisions of the Constitutions of Virginia and the United States, federal law, the Code of Virginia, the Virginia State Board of Education regulations, and with the rules, regulations, and policies of the school system, as modified by mutual consent, by operation of law, or pursuant to school division policy.
13. The Employee agrees that any disputes related to this contract shall be governed by the rules and regulations of FCPS and the laws of the Commonwealth of Virginia.

  
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Chairman of the School Board (L.S.)

  
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Clerk of the School Board (L.S.)

\_\_\_\_\_  
Employee

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Date



## CONTINUING CONTRACT WITH PROFESSIONAL PERSONNEL

THIS CONTRACT is between the FAIRFAX COUNTY SCHOOL BOARD (School Board) and Christopher M. Weise (Employee), [REDACTED] (Emp.#). The School Board agrees to employ and the Employee agrees to accept such employment in the position of Teacher (Position), subject to the authority of the School Board, under the supervision and direction of the Division Superintendent. By entering into this contract, the Employee certifies that all of the qualifications for a Teacher (Position) have been met and that the Employee's resume and other application materials are accurate. The School Board and the Employee agree to the following employment conditions:

### EMPLOYMENT CONDITIONS

1. The services to be performed hereunder shall begin on August 14, 2015 (month, day, and year), and terminate on the last day of the 2015-2016 (school year). In the event this contract is terminated prior to the end of the contract period, payment will be made for services rendered.
2. The annual salary for the full 2015-2016 (school year), based on 208 (days), BA + 15 (degree or job group), 11 (step), and a factor of 1.000, is \$65,234.00 (amount). Any compensation changes shall be provided by a separate salary notification. The schedule of payments under this contract shall be in 10 monthly salaried installments beginning the last business day of September for a 9 1/2-, 9 3/4-, 10-, 10 1/4-, or 10 1/2-month contract; in 11 monthly salaried installments beginning the last business day of August for an 11-month contract; and 12 monthly salaried installments beginning the last business day of July for a 12-month contract. If the Employee begins employment after the first scheduled contract workday, ends prior to the last scheduled contract workday, has an employment change affecting annual salary, has unexcused absences from duty or has other absences for which the employee is not entitled to paid leave, all prorations to pay shall be made as a percentage of monthly salary in accordance with the current version of Regulation 5610, Pay of Personnel, and the latest version of Notice 4421, School Calendar. The School Board will withhold all required contributions deemed mandatory by federal and state law, and School Board regulations. These may include but are not limited to Social Security, Medicare and income withholding taxes; retirements; insurances and others required by law or regulation. Contributions for certain benefit plans and voluntary programs will be withheld in installments as noted in the current versions of Regulation 4710, Benefit Plan Contributions and Salary Deductions and Regulation 5610, Pay of Personnel.

When schools are closed as a result of inclement weather or for other cause, the School Board may require such loss of time to be made up within the school term or may extend the school term without additional compensation.

This contract is contingent upon approval by the government appropriating body of an annual budget sufficient to fund the Employee's position and may be discontinued in accordance with Section 22.1-99, Section 22.1-304, Section 22.1-307, or otherwise in accordance with law.

3. The Employee shall perform such pertinent duties during the period of this contract as are deemed necessary by the School Board, Division Superintendent, or their designees. The Employee shall attend all assigned meetings during the hours of school operation; be at school during the hours of school operation; and be present at school or at other locations during such times as the School Board, Division Superintendent, their designees, or the Employee's principal or program manager may direct in connection with school events or activities. The Employee accepts these professional obligations and responsibilities and understands that duties may be assigned that will require participation and attendance outside the hours of school operation in accordance with the applicable FCPS rules, regulations, and policies.
4. The Employee further agrees to meet all professional obligations and responsibilities; comply with provisions of the Constitutions of Virginia and the United States, federal law, the Code of Virginia, the Virginia State Board of Education regulations, and with the rules, regulations, and policies of the school system. The Employee understands and agrees that the School Board, Division Superintendent, and their designees reserve the right to change the rules, regulations, and policies of the school system as they deem necessary, at any time. The Employee will be provided with appropriate notice, as practicable, prior to the implementation of any such changes.
5. The Division Superintendent shall have authority to assign an Employee to a position for which Employee is qualified in the school system and may reassign an Employee to any school or work location within the division during the term of this contract provided no such reassignment shall adversely affect the salary of the Employee under the contract for the school year in which the contract is valid.
6. The School Board, upon recommendation of the Division Superintendent, may place an Employee on probation, or may dismiss, nonrenew, suspend, in accordance with the Code of Virginia and school system policies and regulations, paying for services rendered in accordance with this agreement to date of dismissal.

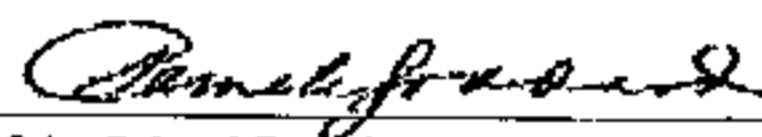
7. A request to resign that is submitted after April 15 that is to take effect prior to the following school year, or that is to take effect during the school year in which the Employee submits the request, must include the reason for the resignation. Any request that is submitted: (i) after June 15, to take effect prior to the term of the following school year's contract, or (ii) to take effect during the school year in which the Employee submits the resignation request, is not in compliance with the notice requirements of this contract and will not be accepted unless the late notice was due to extraordinary circumstances beyond the control of the Employee. If the Division Superintendent or designee determines that the Employee did not have good cause for the late resignation, the School Board or Division Superintendent may accept or reject the resignation request. If the request is accepted, the Division Superintendent or School Board will, absent an express agreement otherwise, impose the following conditions:

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9. The provisions of this contract supersede the provisions of any previous contract entered into for the purpose of employment.
10. Failure of the Employee to fulfill this contract may constitute sufficient grounds for the termination of the contract by the School Board.
11. The Employee shall meet, in full, state teacher licensure requirements for the position held within the time limits imposed by the regulations of the Virginia State Board of Education, the school division, and/or the Southern Association for Accreditation of Schools and Colleges. This contract is null and void if at any point during the term of this contract, the Employee does not hold a valid license as defined in the regulations of the Virginia State Board of Education.
12. This contract of employment shall remain in full force and effect from year-to-year subject to the provisions of the Constitutions of Virginia and the United States, federal law, the Code of Virginia, the Virginia State Board of Education regulations, and with the rules, regulations, and policies of the school system, as modified by mutual consent, by operation of law, or pursuant to school division policy.
13. The Employee agrees that any disputes related to this contract shall be governed by the rules and regulations of FCPS and the laws of the Commonwealth of Virginia.

  
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Chairman of the School Board (L.S.)

  
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Clerk of the School Board (L.S.)

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Employee

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Date