



Regular Contract

(Bylaw 13 A.07.02.01 B of the State Board of Education)

STATE OF MARYLAND.

COUNTY OF _____

IT IS HEREBY AGREED by and between the COUNTY BOARD OF EDUCATION OF _____

_____ County and _____ that the said certificated employee shall be and is hereby employed in the public schools of the said County subject to assignment by the County Superintendent or transfer to some other position with the County, provided that if the transfer be made during the school year or after the opening of the school for any year, the salary shall not be reduced for the remainder of the year. The salary of said certificated employee shall be fixed by the County Board of Education, which salary shall be not less than the minimum salary provided by law.

The term "school year" as used in this contract means the period of time the certificated employee is obligated to perform duties (teaching and nonteaching) under his or her assignment for a local school system.

AND IT IS FURTHER AGREED that the certificated employee named herein shall become a member of the Teachers' _____ * of the State of Maryland, if eligible, as of the date on which his/her service begins.

AND IS FURTHER AGREED that the said certificated employee will not vacate the position to which assigned after his or her first duty day of the school year except in case of emergency, of which the County Board of Education shall judge.

AND IT IS FURTHER AGREED that the said certificated employee will perform all duties required by the rules and regulations of the County Board of Education and the State Board of Education.

AND IT IS FURTHER AGREED that either of the parties to this contract may terminate it at the end of the first and second school year or the second anniversary date of employment in regard to employees hired after January 1 of a school year by giving notice in writing to the other, as of the following dates: (a) In the case of the employees employed before January 1 of a school year, not later than May 1 of that year or of the second year. (b) in the case of employees employed on or after January 1 of a school year not later than June 15 of that year or of the second year, or not later than sixty (60) days prior to the second anniversary date at the discretion of the County Board of Education. Paragraph (a) to the contrary notwithstanding, in the case in which the Board of Education must effect a reduction in force because a position must be abolished as a result of budgetary action by the local appropriating authority on or after May 1, notice must be given to the employee within 15 days following final action by the appropriating authority or June 30, whichever is earlier.

AND IT IS FURTHER AGREED that if the certificated employee named herein wishes to vacate his or her position after the second year, thirty days notice in writing shall be given the County Board of Education prior to the beginning of his or her next school year but not later than July 15, except in case of emergency, of which the County Board of Education shall judge.

If any of the conditions of this contract shall be violated by the certificated employee named herein, salary already accrued will be forfeited, at the discretion of the County Board of Education.

This contract shall continue from year to year, subject to the foregoing conditions. The County Board of Education, pursuant to the provisions of §6-202 of the Education Article of the Annotated Code of Maryland, as amended, may suspend or dismiss the employee at any time, upon the recommendation of the County Superintendent, for immorality; misconduct in office, including knowingly failing to report suspected child abuse in violation of §5-903 of the Family Law Article; insubordination; incompetency; or willful neglect of duty, provided that the charge or charges be stated, in writing, to the employee, and that the employee be given an opportunity to be heard by the County Board of Education upon not less than 10 days notice, with the right to bring counsel and witnesses, if so desired. An appeal may be made to the State Board of Education within 30 days of the decision of the County Board of Education.

This contract shall automatically terminate if the employee ceases to hold a professional certificate.

This contract is made in accordance with the provisions of the School Law, and is subject to §§2-205(n), 4-103, 4-204(a), 6-201, 6-202, and 6-302 of the Education Article of the Annotated Code of Maryland, and any amendments thereto, and will be filed among the records of the County Board of Education. The said certificated employee on his or her part hereby accepts said employment, to take effect on the _____ day of _____, 19 _____.

Date of signing this contract _____, 19 _____.

WITNESS OUR HANDS:

Secretary, County Board of Education

Certificated Employee

*Type "Retirement System" or "Pension Plan System," as applicable.