

THE SCHOOL DISTRICT  
OF PHILADELPHIA

SECTION: 300  
TITLE: Employment Contract/SRC  
Resolution  
ADOPTED:  
REVISED: August 17, 2017

**308 EMPLOYMENT CONTRACT/SRC RESOLUTION**

**Authority**

The School Reform Commission has the authority under law to prescribe employment conditions for district personnel.[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

The SRC directs that represented and tenured administrative and professional employees shall sign an employment contract upon employment, which shall continue in force unless terminated by the employee by written resignation presented sixty (60) days in advance or terminated by the SRC in accordance with law and applicable collective bargaining agreement. The contract shall specify those issues required by law.[\[5\]](#)[\[6\]](#)

The SRC directs that temporary professional employees, upon attaining tenure status, shall sign a contract for professional employees.[\[7\]](#)[\[8\]](#)

The SRC directs that noncertificated and/or nonprofessional employees shall be employed through a contract or SRC resolution.[\[2\]](#)[\[3\]](#)

The SRC shall be notified promptly of any misunderstanding arising from the application of a given contract or resolution.

Willful misrepresentation of facts material to employment and determination of salary shall be considered cause for dismissal of the employee.

The terms of a collective bargaining agreement may supersede the specific provisions of

an individual employee contract or SRC resolution.

**Legal References:**

[1. 24 P.S. 406](#)

[2. 24 P.S. 696](#)

[3. 24 P.S. 1089](#)

[4. 24 P.S. 1109.2](#)

[5. 24 P.S. 1121](#)

[6. 24 P.S. 1101](#)

[7. 24 P.S. 1108](#)

[8. Pol. 313 - Evaluation of Employees](#)

**Related Information:**

[24 P.S. 510](#)

[Philadelphia Home Rule Charter - 12-300](#)

[Philadelphia Home Rule Charter - 12-308](#)