

COUNTY BOARD OF EDUCATION
SUBSTITUTE SERVICE PERSONNEL CONTRACT OF EMPLOYMENT

THIS Probationary CONTRACT OF EMPLOYMENT, made and entered into this 15th day of
Probationary or Continuing

July, 20 19, by and between THE BOARD OF EDUCATION OF THE COUNTY OF Roane,
a corporation, hereinafter called the 'Board,' and Richard Daniel Duncan (SSN), of
Name and Social Security Number of Employee

34 Mill Street, Reedy, West Virginia, hereinafter called the 'Employee.'
Mailing Address

WITNESSETH, that whereas, at a lawful meeting of the Board of Education of the County of
Roane held at the offices of said Board, in the City of Spencer, Roane County,
West Virginia, on the 1st day of July 20 19, the Employee was duly hired and
appointed for employment as a Superintendent for the school year
Job Classification

commencing July 1, 2019 for the employment term and at the salary and upon the terms hereinafter set out.

NOW, THEREFORE, pursuant to said employment, Board and Employee mutually agree as follows:

(1) The Employee is employed by the Board as a Superintendent
Job Classification

for the school year or remaining part thereof commencing July 1, 20 19.

The period of employment is on a day-to-day, as needed basis, pursuant to all requirements of West Virginia Code §18A-4-15 and other applicable provisions. Compensation will be based upon training, classification, and experience of the Employee and shall be at least the salary prescribed by West Virginia Code §18A-4-8, §18A-4-8a, and §18A-4-15.

(2) The Board hereby certifies that the Employee's employment has been duly approved by the Board and will be a matter of the Board's minute records.

(3) The services to be performed by the Employee shall be such services as are prescribed for the job classification set out above in paragraph (1) and as defined in Section 8, Article 4, Chapter 18A of the Code of West Virginia, as amended.

(4) The Employee may be dismissed at any time for immorality, incompetency, cruelty, insubordination, intemperance or willful neglect of duty pursuant to the provisions of Section 8, Article 2, Chapter 18A of the Code of West Virginia, as amended.

(5) This contract shall at all times be subject to any and all existing laws, or such laws as may hereafter be lawfully enacted, and such laws shall be a part of this contract.

(6) This contract may be terminated or modified at any time by the mutual consent of the Board and the Employee.

(7) This contract shall be automatically terminated if the Employee is convicted under West Virginia Code §61-8D-3 or §61-8D-5 or comparable statute in any other state, of any criminal offense that requires the Employee to register as a sex

offender, or of any criminal offense which has as an element the delivery or distribution of a controlled substance:
Provided, that should the conviction resulting in automatic revocation pursuant to this section be overturned by any Court
of this state or the United States, the Employee's contract shall be reinstated unless otherwise prohibited by law.

(8) This contract must be signed and returned to the Board at its address of

813 Capitol Street, Spencer, WV, 25276 within thirty days after being received by the Employee.

(9) By signing this contract the Employee accepts employment upon the terms herein set out.

WITNESS the following signatures as of the day, month and year first above written:

(President, Roane County Board of Education)

(Secretary, Roane County Board of Education)

(Employee)