

## SUBSTITUTE TEACHER'S PROBATIONARY CONTRACT OF EMPLOYMENT

THIS CONTRACT OF EMPLOYMENT is made and entered into this 17th day of July,  
20 19, by and between the Board of Education of the County of Roane, State of  
West Virginia (hereinafter called the Board), and Richard Daniel Duncan  
Name of Employee

of 34 Mill Street Reedy West Virginia, (hereinafter called the Substitute  
Address City State  
Teacher), who holds a Certificate teacher's certificate or permit issued under the laws of the  
Certificate or Permit

State of West Virginia, and now in force. Upon nomination of the County Superintendent of Schools, the Board approved the  
employment of said Teacher at its lawful meeting held July 1, 2019 and made such action a part of its minute  
record. Date

This is a probationary contract for employment commencing on the 1st day of July,  
20 19, for a 1 year period.

This contract is subject to the following mutually agreed upon terms and conditions:

(a) The Substitute Teacher agrees to perform all of the duties of his/her position and to observe and enforce  
all county, state, and federal statutes, rules, regulations, and policies relating to that position.

(b) Compensation will be based upon the education and experience of the Substitute Teacher as per Roane County  
Board of Education Policy 511.

(c) The time, place and duration of employment will be determined by the superintendent or his/her designee.  
Appointment as a Substitute Teacher carries no assurance that any stipulated number of days of employment shall be provided.

(d) This contract may be terminated at any time by mutual consent of the parties.

(e) The power of the Board to suspend or dismiss the Teacher for immorality, incompetency, cruelty, insubordination,  
intemperance, willful neglect of duty, unsatisfactory performance, the conviction of a felony or a guilty plea or a plea of nolo  
contendere to a felony charge, in pursuance of the provisions of the West Virginia Code §18A-2-8 is in no manner impaired or  
affected.

(f) This contract shall be subject to any and all existing state laws, West Virginia Board of Education policies, County Board  
of Education policies and such laws, policies, rules and regulations as may hereinafter be enacted or adopted.

(g) This contract shall terminate if, at the beginning of any school term, the Teacher does not hold a valid Teacher's certificate  
covering the period of such term; provided that if a Teacher is employed on good faith on the anticipation that he/she is eligible  
for a certificate and it is later determined after he/she has actually begun teaching that the Teacher was not eligible, the State  
Superintendent of Schools may authorize payment by the Board to the Teacher for the time taught not to exceed three months.

(h) The operation of this contract shall be suspended by the Board for such period or periods of time not to extend beyond  
the ending date of this contract, as the Teacher, by reason of prolonged personal illness, may be unable to perform the duties  
herein required of the Teacher.

(i) This contract is not a continuing contract and shall be applicable only to a person not presently holding a continuing

contract with this Board.

WITNESS the following signatures:

\_\_\_\_\_  
President, Roane County Board of Education

\_\_\_\_\_  
Secretary, Roane County Board of Education

\_\_\_\_\_  
Teacher                      Social Security Number

This offer of employment shall expire unless it is signed and returned or postmarked on or before August 16, 20 19.