

ANNUAL CONTRACT WITH PROFESSIONAL PERSONNEL 46

THIS ARTICLE OF AGREEMENT, between the SCHOOL BOARD OF CHESAPEAKE CITY, State of Virginia, ("School Board"), and KAREN P. MALLARD XXX-XX-2841 ("Employee"). The School Board agrees to employ and the employee agrees to accept such employment in the position of READING SPECIALIST subject to the authority of the School Board under the supervision and direction of the division superintendent of schools, and agrees to the following conditions:

- 1. That the employee:
X a) holds a valid Virginia license issued by the Board of Education
b) has completed the requirements and has filed a complete application for a Virginia license
c) is eligible for a Virginia license and will file a complete application within 90 days of employment
2. The employee shall perform such pertinent duties during the period of this contract as are deemed necessary by the school board and superintendent for the efficient and successful operation of the school system.
3. The employee shall comply with all school laws, State Board of Education regulations and all regulations made by the School Board in accordance with law and State Board of Education regulations, and shall make promptly and accurately all reports required by the division superintendent of schools.
4. The employee agrees to abide by the provisions of the Constitution of Virginia and the Constitution of the United States.
5. The division superintendent shall have authority to assign employees to their respective positions in the school wherein they have been placed by the school board and may, with the approval of the school board, reassign any employee to any school within the division during the term of this contract; provided no change or reassignment shall adversely affect the salary of the employee under this contract.
6. Before the superintendent recommends to the school board the nonrenewal of the contract of any employee who has not achieved continuing contract status, the superintendent shall notify the employee of the proposed recommendation in accordance with Section 22.1-304 of the Code.
7. In case schools are closed temporarily as a result of an epidemic or for other necessary cause, the said board may require such loss of time to be made up within the school term or may extend the school term.
8. This contract shall not operate to prevent discontinuance of employment as provided or allowed by law.
9. The employee may request that the school board release the employee from the terms of this contract by giving the school board two weeks notice in writing and setting forth therein the reason considered just cause for resignation.
10. The school board agrees to pay employee \$65,103 for the term, payable in semi-monthly installments, (choose option below under special covenants) for services rendered, payable by the fifteenth and thirtieth day of each calendar month or as soon thereafter as possible.
11. The school board shall not be obligated to the salary terms above unless and until sufficient funds are provided to fulfill the obligations of the school board by the appropriating body; provided, further, that the school board shall give the employee written notice of such approval or disapproval, as the cause may be, within seven (7) days of such action.
12. The school board shall contribute the amount due for retirement and group life insurance under the Virginia Retirement System Act.
13. The school board shall deduct semi-monthly from the salary due the employee the computed amount due under the Federal Social Security and Withholding Tax Acts.
14. RECEIVED JUN 25 2014

SPECIAL COVENANTS:

- 1) A teacher who has achieved tenure in another school division in Virginia must serve a one-year probationary term before earning tenure in Chesapeake schools.
2) Part-time employees are employed only for the dates of this contract.
3) Upon acceptance by the employee of an annual additional duty assignment or an extended work schedule, the annual salary shall be amended in accordance with the salary schedule for such assignments.

Base Salary 08/20/14-06/12/15 (Y) = 61,903
Master's Degree 3,200
Contract Salary 2014-2015 \$65,103

Mark One:
Continue Pay Option []
Change Pay Option to: [] 10 months (20 installments)
[] 11 months (22 installments)
[X] 12 months (24 installments)

This contract shall at all times be subject to any and all laws, regulations, and policies existing or enacted during the term of the contract relating to conditions of employment such as leave, salaries, and length of school terms. Failure of the employee to fulfill this contract shall constitute sufficient grounds for termination of the contract by the school board.

THE PARTIES AGREE to have therefore set their hands and seal, this 24th day of June 2014

Karen Mallard (L.S.)
Signature of Employee

Ernesto N. Craig (L.S.) Chairman of the Board
Clerk of the Board

Return white copy to the Human Resource Department.

CONTINUING CONTRACT WITH PROFESSIONAL PERSONNEL

State law provides for continuing contract with local school boards for members of the instructional staff who are qualified by the terms of said law, and/or regulations of the Board of Education, therefore, this article of agreement, between the School Board of Chesapeake, Virginia (the "School Board"), and

KAREN P. MALLARD

XXX-XX-2841 ("Employee"). The School Board agrees to employ and

The employee agrees to accept such employment in the position of READING SPECIALIST subject to the authority of the School Board under the supervision and direction of the division superintendent of schools, and agrees to the following conditions:

- . The employee agrees to abide by the provisions of the Constitution of Virginia and the Constitution of the United States.
- . The services to be performed hereunder shall begin on AUGUST 28, 2015, and continue thereafter as prescribed by the school board.
- . During the term of this contract, the school board agrees to pay the employee an annual salary consistent with provisions of state law, plus any additional salary, but not less than the local scale, as may be determined by the school board in the local salary schedule as duly adopted from time to time provided; however, that the school board shall not be obligated hereunder unless and until sufficient funds to meet the obligations of the school board hereunder have been approved by the appropriating body; provided, further, that the school board shall give the employee written notice of such approval or disapproval, as the case may be, within seven (7) days of such action.
- . The employee accepts this appointment and agrees to perform such pertinent duties during the period of this contract as are deemed necessary by the school board and superintendent for the efficient and successful operation of the school system.
- . The division superintendent shall have authority to assign employees to their respective positions in the school wherein they have been placed by the school board and may, with the approval of the school board, reassign any employee to any school within the division during the term of this contract; provided no change or reassignment shall adversely affect the salary of the employee under this contract.
- . The employee shall comply with all school laws, Board of Education regulations, and all rules and regulations made by the school board in accordance with law and Board of Education regulations, and shall make promptly and accurately all reports required by the division superintendent of schools.
- . The length of the school term and the annual period of service shall be fixed by the school board in accordance with law.
- . This contract of employment shall remain in force and effect from year to year, subject to all the provisions herein set forth, unless modified by mutual consent in writing by the parties to this contract. The employee may be dismissed, suspended, or placed on probation as provided by law. This contract may also be terminated by the written resignation of the employee in accordance with provision of law. In the event this contract is terminated by mutual consent, payment will be made for services actually rendered on a daily rate basis.
- . This contract shall not operate to prevent discontinuance of a position as provided by law.
- . This contract shall be null and void and of no further force or effect and be terminated for cause if, at any point during the term of this contract, the employee does not hold a valid license, as defined in regulations of the Board of Education.
- . The employee may be granted a leave of absence as provided by law, Board of Education regulations, and/or the policies of the local school board.
- . The school board shall contribute the amount due for retirement and group life insurance under the Virginia Retirement System Act.
- . The school board shall deduct semi-monthly from the salary due the employee the computed amount due under the Federal Social Security and Withholding Tax Acts.
- . **This contract shall serve as a continuing contract between the School Board of Chesapeake, VA and the employee, subject to all of the conditions outlined above. For all future years of employment, each employee shall be furnished a Salary Notification For Professional Employees Serving Under Continuing Contracts.**

RECEIVED JUN 15 2015

SPECIAL COVENANTS:

Upon acceptance by the employee of an annual additional duty assignment or an extended work schedule, annual salary shall be amended in accordance with the salary schedule for such assignment. Such assignments are subject to change.

WORK TERM =

BASE 08/28/15-06/20/16 (Z)= 63,141
 MASTERS DEGREE 3,200

MARK ONE	
Continue Pay Option	<u>12 MONTHS</u> <input checked="" type="checkbox"/>
Change Pay Option to	<input type="checkbox"/> 10 months (20 installments)
	<input type="checkbox"/> 11 months (22 installments)
	<input type="checkbox"/> 12 months (24 installments)

CONTRACT SALARY 2015-2016 66,341

This contract shall at all times be subject to any and all laws, regulations, and policies now existing or enacted during the term of the contract relating to conditions of employment such as leave, salaries, and length of school terms. Failure of the employee to fulfill this contract shall constitute sufficient grounds for the termination of the contract by the school board.

The parties agree to the terms of this contract, effective this 1ST day of JUNE 2015

Karen P. Mallard (L.S.)
Signature of Employee

Christie N. Craig (L.S.)
Chairman of the Board
Cyana Infantine (L.S.)
Clerk of the Board

CONTINUING CONTRACT WITH PROFESSIONAL PERSONNEL

This Agreement is between the School Board of Chesapeake, Virginia (the "School Board"), Karen P Mallard, 926930 ("Employee"). The School Board agrees to employ and the Employee agrees to accept such employment in the position of Instructional Specialist subject to the authority of the School Board, under the supervision and direction of the Division Superintendent of Schools ("Superintendent"), and agrees to the following conditions:

- 1. The Employee agrees to abide by the provisions of the Constitution of Virginia and of the United States.
2. The services to be performed hereunder shall begin on, and continue thereafter as prescribed by the School Board.
3. During the term of this contract, the School Board agrees to pay the Employee an annual salary consistent with provisions of state law, plus any additional salary, but not less than the local scale, as may be determined by the School Board in the local salary schedule as duly adopted from time to time; provided, however, that the School Board shall not be obligated hereunder unless and until sufficient funds to meet the obligations of the School Board hereunder have been approved by the appropriating bodies; provided, further, that the School Board shall give the employee written notice of any such disapproval, within seven (7) days of such action.
4. The Employee accepts this appointment and agrees to perform such pertinent duties during the period of this contract as are deemed necessary by the School Board and Superintendent for the efficient and successful operation of the school division.
5. The Superintendent shall have authority to assign employees to their respective positions in the school wherein they have been placed by the School Board and may, with the approval of the School Board, reassign any employee to any school within the division during the term of this contract; provided no change or reassignment shall adversely affect the salary of the employee under this contract. The reassignments of administrative or supervisory personnel to a teaching position shall be in accordance with Section 22.1-294 of the Code of Virginia (1950), as amended.
6. The Employee shall comply with all school laws, Board of Education regulations, and all rules and regulations made by the School Board in accordance with law and Board of Education regulations, and shall make promptly and accurately all reports required by the Superintendent
7. The length of the school term and the annual period of service shall be fixed by the School Board in accordance with law.
8. This contract of employment shall remain in force and effect from year to year, subject to all the provisions herein set forth, unless modified by mutual consent in writing by the parties to this contract. The employee may be dismissed, suspended, or placed on probation as provided by law. This contract may also be terminated by the written resignation of the Employee in accordance with provision of law. In the event this contract is terminated by mutual consent, payment will be made for services actually rendered on a daily rate basis.
9. This contract shall not operate to prevent discontinuance of a position as provided by law.
10. This contract shall be null and void and of no further force or effect and be terminated for cause if, at any point during the term of this contract, the Employee does not hold a valid license, as defined in regulations of the Board of Education.
11. The Employee may be granted a leave of absence as provided by law, Board of Education regulations, and/or School Board policies.
12. The School Board shall contribute the amount due for retirement and group life insurance under the Virginia Retirement System Act.
13. The School Board shall deduct semi-monthly from the salary due the employee the computed amount due under mandatory withholding.
14. This contract shall serve as a continuing contract between the School Board of Chesapeake, VA and the Employee, subject to all the conditions outlined above.

15. SPECIAL COVENANTS:

Upon acceptance by the Employee of an annual additional duty assignment or an extended work schedule, annual salary shall be amended in accordance with the salary schedule for such assignment. Such assignments are subject to change.

Table with 2 columns: Description and Amount. Rows include: 190 Days, 7 Hours Step: Above Scale; 8/29/2016-6/16/2017 Base: \$ 65,035; MAST-190D7HR \$ 3,200; Ed Sup 2 \$; Ed Sup 3 \$; Total Salary: \$ 68,235

Form with checkboxes for 'Mark One' and 'Continue Pay Option'. Options include 10 months (20 installments), 11 months (22 installments), and 12 months (24 installments). The 12 months option is checked.

This contract shall at all times be subject to any and all laws, regulations, and policies existing or enacted during the term of the contract relating to conditions of employment such as leave, salaries, and length of school terms. Failure of the employee to fulfill this contract shall constitute sufficient grounds for termination of the contract by the School Board.

THE PARTIES AGREE to have therefore set their hands and seal, this 6th day of JUNE, 2016.

Signature of Karen P Mallard (L.S.)

Signature of Ernest A. Craig (L.S.)
Chairman of the Board

Signature of Jan A. Infante (L.S.)
Clerk of the Board

Return top copy to the Department of Human Resources.

CONTINUING CONTRACT WITH PROFESSIONAL PERSONNEL

This Agreement is between the School Board of Chesapeake, Virginia (the "School Board"), Karen P Mallard, 926930 ("Employee"). The School Board agrees to employ and the Employee agrees to accept such employment in the position of Instructional Specialist subject to the authority of the School Board, under the supervision and direction of the Division Superintendent of Schools ("Superintendent"), and agrees to the following conditions:

1. The Employee agrees to abide by the provisions of the Constitution of Virginia and of the United States.
2. The services to be performed hereunder shall begin on, and continue thereafter as prescribed by the School Board.
3. During the term of this contract, the School Board agrees to pay the Employee an annual salary consistent with provisions of state law, plus any additional salary, but not less than the local scale, as may be determined by the School Board in the local salary schedule as duly adopted from time to time; provided, however, that the School Board shall not be obligated hereunder unless and until sufficient funds to meet the obligations of the School Board hereunder have been approved by the appropriating bodies; provided, further, that the School Board shall give the employee written notice of any such disapproval, within seven (7) days of such action.
4. The Employee accepts this appointment and agrees to perform such pertinent duties during the period of this contract as are deemed necessary by the School Board and Superintendent for the efficient and successful operation of the school division.
5. The Superintendent shall have authority to assign employees to their respective positions in the school wherein they have been placed by the School Board and may, with the approval of the School Board, reassign any employee to any school within the division during the term of this contract; provided no change or reassignment shall adversely affect the salary of the employee under this contract. The reassignments of administrative or supervisory personnel to a teaching position shall be in accordance with Section 22.1-294 of the Code of Virginia (1950), as amended.
6. The Employee shall comply with all school laws, Board of Education regulations, and all rules and regulations made by the School Board in accordance with law and Board of Education regulations, and shall make promptly and accurately all reports required by the Superintendent
7. The length of the school term and the annual period of service shall be fixed by the School Board in accordance with law.
8. This contract of employment shall remain in force and effect from year to year, subject to all the provisions herein set forth, unless modified by mutual consent in writing by the parties to this contract. The employee may be dismissed, suspended, or placed on probation as provided by law. This contract may also be terminated by the written resignation of the Employee in accordance with provision of law. In the event this contract is terminated by mutual consent, payment will be made for services actually rendered on a daily rate basis.
9. This contract shall not operate to prevent discontinuance of a position as provided by law.
10. This contract shall be null and void and of no further force or effect and be terminated for cause if, at any point during the term of this contract, the Employee does not hold a valid license, as defined in regulations of the Board of Education.
11. The Employee may be granted a leave of absence as provided by law, Board of Education regulations, and/or School Board policies.
12. The School Board shall contribute the amount due for retirement and group life insurance under the Virginia Retirement System Act.
13. The School Board shall deduct semi-monthly from the salary due the employee the computed amount due under mandatory withholding.
14. This contract shall serve as a continuing contract between the School Board of Chesapeake, VA and the Employee, subject to all the conditions outlined above.

15. SPECIAL COVENANTS:

Upon acceptance by the Employee of an annual additional duty assignment or an extended work schedule, annual salary shall be amended in accordance with the salary schedule for such assignment. Such assignments are subject to change.

190 Days, 7 Hours Step: Above Scale	
8/28/2017- 6/15/2018	Base: \$ 66,661
MAST-190D7HR	\$ 3,200
Ed Sup 2	\$
Ed Sup 3	\$
Total Salary:	\$ 69,861

Mark One	12 Months
Continue Pay Option	<input checked="" type="checkbox"/> 12 months (24 installments)
Change Pay Option to	<input type="checkbox"/> 10 months (20 installments)
	<input type="checkbox"/> 11 months (22 installments)
	<input type="checkbox"/> 12 months (24 installments)

This contract shall at all times be subject to any and all laws, regulations, and policies existing or enacted during the term of the contract relating to conditions of employment such as leave, salaries, and length of school terms. Failure of the employee to fulfill this contract shall constitute sufficient grounds for termination of the contract by the School Board.

THE PARTIES AGREE to have therefore set their hands and seal, this 2nd day of JUNE 2017.

Karen Mallard (L.S.)
Signature of Employee

C. Jeff Bunn (L.S.)
Chairman of the Board

Jan A. Infantine (L.S.)
Clerk of the Board

Return top copy to the Department of Human Resources.



Chesapeake Public Schools

School Administration Building
312 Cedar Road
Chesapeake, Virginia 23322

SALARY NOTIFICATION FOR PROFESSIONAL EMPLOYEES

EMPLOYEE ID: **Karen P Mallard , 926930** NOTIFICATION DATE: **06/04/2018**

JOB TITLE: **Instructional Specialist** WORK TERM: **190 Days, 7 Hours**

BEGINNING DATE: **8/27/2018**

ENDING DATE: **6/14/2019**

COMPENSATION:

Grade/Step: **Above Scale**
Base Salary: **\$ 68661.00**

MAST-190D7HR **\$ 3200.00**

Ed Sup 2 **\$ 0.00**

Ed Sup 3 **\$ 0.00**

CONTRACT SALARY 2018-2019:* **\$ 71861.00**

*ROUNDED TO THE NEAREST DOLLAR

This salary notification constitutes your contract for the 2018-2019 school year. Your previous contract terms are hereby incorporated by this reference and remain in effect except as modified herein.

Authorized by:

Director of Human Resources



Chesapeake Public Schools

School Administration Building
312 Cedar Road
Chesapeake, Virginia 23322

SALARY NOTIFICATION FOR PROFESSIONAL EMPLOYEES

EMPLOYEE ID: **Karen P Mallard , 926930**

NOTIFICATION DATE: **06/03/2019**

JOB TITLE: **Instructional Specialist**

WORK TERM: **Teacher 190D 7HR 10/12**

BEGINNING DATE: **8/26/2019**

ENDING DATE: **6/12/2020**

COMPENSATION:

Grade/Step: **Above Scale**
Base Salary: **\$ 71407.00**

MAST-190D7HR **\$ 3200.00**
Ed Sup 2 **\$ 0.00**
Ed Sup 3 **\$ 0.00**

CONTRACT SALARY 2019-2020:* **\$ 74607.00**
*ROUNDED TO THE NEAREST DOLLAR

This salary notification constitutes your contract for the 2019-2020 school year. Your previous contract terms are hereby incorporated by this reference and remain in effect except as modified herein.

Authorized by:

Director of Human Resources