

EDR 7
SAMPLE DRAFT CONTRACT

EMPLOYMENT CONTRACT
ED. RULE 70 (6) S.I. 87 OF 2012

A G R E E M E N T made this _____ day of _____, 20 _____ between the
(DAY) (MONTH)
Managing Authority of _____ school (hereinafter called the
Employer) of the one part, and _____ (hereinafter
called the Employee) of the second part.

WHEREAS, the Employer is desirous of engaging the service of the Employee, as a

(POST);

AND WHEREAS the Employee is able and willing to provide the said service; NOW,
THEREFORE, it is hereby agreed as follows:-

The Employer agrees to engage the services of the Employee subject to the terms and conditions herein contained.

The Employee agrees and undertakes that he will diligently and faithfully perform assigned duties for the period of his engagement and will act in all respects in accordance with the Education and Training Act, 2010 and the Education Rules 2012 and according to legal instructions given to him by persons duly authorized to do so.

This Agreement is subject to the conditions set forth in the Schedule hereto annexed, and the Schedule shall be read and construed as an integral part of this Agreement.

SIGNED, SEALED AND DELIVERED)

by the said _____)

_____)

(the Employee) and _____)

_____)

(the Employer) in the _____)

presence of _____)

_____)

Witness

Employee

Employer
for and on behalf of the Managing
Authority

_____)

Witness

**SCHEDULE
PERIOD OF ENGAGEMENT**

1. The effective date of employment and the date of commencement of this Employment Contract is the _____ day of _____, 20_____.
(DAY) (MONTH)

2. This Employment Contract shall remain in force until: _____ day of _____,
(DAY) (MONTH)
20_____ unless:

(a.) the Employee tenders his resignation in accordance with **ED. Rule (73)**;

(b.) the Employer dismisses, or terminates the service of the Employee in accordance with
Sections 17, 29, and 41 of the Act; or

(c.) the Employer and Employee agree to a new contract arising out of the reclassification and/or
change in the professional status of the employee.

3. Salary

a. Pay Scale: _____

b. Annual Salary: _____

4. It is noted that the employee is:

a. An additional teacher due to natural growth

b. A replacement teacher for _____

5. Duties entail

duties in accordance with the relevant sections of **the Education Rules** – In particular **Rule (40)**

Contracts of employment shall, in accordance with Rule 70 specify the conditions of service as follows:

A Managing Authority shall offer a contract of employment to a teacher as follows

(a) in respect of a teacher in possession of a provisional license, a temporary employment contract which may be issued annually for a maximum period of five (5) years in accordance with section 29(7) of the Act;

(b) in respect of a teacher in possession of a full license, a probationary contract for a year but which may be for up to two years;

(c) in respect of a teacher in possession of a full license who has successfully served the probationary period as required under the Act, an employment contract for the remainder of the period post probationary service, but which period may not exceed five years in total required for the maintenance of the full license as required by section 28(4) of the Act and Rule 57A of these Rules.