

Agreement to Comply

Union Dues *(Not applicable for reported time and EPER positions)*

I understand I must elect to join or waive membership in the bargaining unit assigned to my position and/or pay union dues from my regular paycheck earnings.

Certification *(Applicable to teachers, BCBA's, Counselors, Psychologists, Nurses, and Social Workers only)*

Maintaining employment with Red Clay Consolidated School District is contingent on meeting the State of Delaware's Department of Education requirements for the position in which I hold, including but not limited to; applying for licensure, certification and/or permit, and successfully completing the Department of Education's Comprehensive Induction Program, completing mandatory professional development hours for license/permit renewal, and maintaining professional licenses/permits.

Contract *(Applicable to teachers, OT's, PT's, SLP's, BCBA's, Counselors, Psychologists, Nurses, and Social Workers only)*

Regular- A regular contract is issued for a school year and effective on the date approved by the Red Clay Consolidated School District Board until June 30th of said school year and renewable on a yearly basis.

Temporary- A temporary contract is issued for a time period within a school year and it not renewed beyond June 30th of said school year unless otherwise indicated by Red Clay Consolidated School District.

Workplace/Board Policies

All work-related policies are located at [School Board / Policies \(redclayschools.com\)](http://redclayschools.com/SchoolBoard/Policies) . It is the responsibility of the new hire to review and comply with all board policies including but not limited to

- Staff Conduct and Ethics
- Drug and Alcohol-Free Workplace
- Sexual Harassment and Grievance Process
- Nondiscrimination in Employment

Acknowledgement and Agreement to Comply

I certify that I have read, understand, and agree to comply with all terms and conditions of employment as stated in Red Clay Consolidated School District Board Policies and the State of Delaware's Administrative Code. Board policies were provided to me in my Welcome Email as links and attachments and can also be located at School Board / Policies (redclayschools.com).

Signature

Date