

**PROFESSIONAL STAFF CONTRACTS**

The Maggie L. Walker Governor’s School Regional Board enters into written contracts with the executive director, assistant directors and/or coordinators, teachers, and supervisors as defined in 8 VAC 20-441-10 before such employees assume their duties, except as noted below. Contracts are in the form permitted by the Board of Education, with special covenants added by the Regional School Board as appropriate. Contracts are signed in duplicate, with a copy furnished to each party.

Written contracts are not required with persons who are temporarily employed, including substitute teachers. Coaching contracts and contracts for extracurricular activity sponsorship assignments where a monetary supplement is paid are separate from the employee’s primary contract. Such contracts are in a form permitted by the Board of Education. Termination of the separate contract does not constitute cause for the termination of the primary contract.

For purposes of this policy, "extracurricular activity sponsorship" means an assignment for which a monetary supplement is received, requiring responsibility for any student organizations, clubs, or groups such as service clubs, academic clubs and teams, cheerleading squads, student publication and literary groups, and visual and performing arts organizations except those that are conducted in conjunction with regular classroom, curriculum, or instructional programs.

Adopted: November 14, 2013  
Amended: April 19, 2018  
Amended: October 15, 2020  
Reviewed: September 19, 2024  
Amended: September 18, 2025

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Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-302.

8 VAC 20-441-10.

8 VAC 20-441-40.

Cross Ref.:	Pol 5016	Supplementary Pay
	Pol 5100	Substitute Teachers
	Pol 5005	Professional Staff Probationary Term and Continuing Contract
	Pol 5020	Professional Staff Discipline
	Pol 5022	Suspension of Staff Members
	Pol 5110	Resignation of Staff Members
	Pol 5074	Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect