

CONDITIONAL EMPLOYMENT AGREEMENT

Lake Wales Charter Schools, Inc.

P. O. Box 3309

Lake Wales, Florida 33853

The undersigned as a designated representative of the Superintendent of Lake Wales Charter Schools, Inc., hereby extends to _____, hereafter "Teacher," a Conditional

Applicant's Name

offer of employment as a public school teacher at _____

School

for the _____ with a proposed teaching assignment of

School Year

_____. Assignment at this school

Position/Title

location is contingent upon placement of teachers who currently work for the Lake Wales Charter Schools, Inc. Lake Wales Charter Schools, Inc. reserves the right to adjust assignments and schedules to meet the needs of schools due to unexpected growth.

This offer is conditional and subject to the following terms and conditions:

1. The teacher shall complete fully and promptly an Application for Employment and provide therewith all required employment and certificate paperwork. Teachers who do not hold a valid Florida Temporary or Professional Teaching Certificate must have documented proof of an application for certification to the Florida Department of Education prior to employment.
2. **The teacher must establish certification eligibility and document requisite subject area knowledge in his/her proposed teaching assignment according to Florida Statutes, NCLB Guidelines, and the current Florida Course Code Directory.**
3. The Teacher acknowledges that the undersigned representative of the Superintendent does not have the legal authority to employ the Teacher. Formal action by Lake Wales Charter Schools, Inc. will be required before the Teacher is employed, and that such formal action will only occur within the discretion of Board of Trustees, subject to the Teacher's satisfactory completion of the pre-employment process and the discretionary recommendation by the Superintendent. Final job classification will be determined by the Lake Wales Charter Schools Administrative Office.
4. Satisfactory references, fingerprint, physical, and drug-testing clearance, and completion and submission of required hiring documents are received prior to the employment start date.
5. This agreement is valid for thirty (30) days from the first teacher contact day or thirty (30) days from the date of this signed agreement, whichever is later.

The Teacher's actual salary shall be based upon a number of factors determined in accordance with the Salary Schedule then in effect. The Teacher acknowledges that if he/she is unable to establish and document requisite subject area knowledge in his/her proposed teaching assignment as described in (2) above, he/she will be classified and paid as a Provisional Substitute. If this agreement refers to a specific school, I understand that I am bound to this agreement and may not enter into another until released by Human Resources. **This conditional Employment Agreement is valid only when all required signatures are affixed as appropriate.**

Signature, Teacher

Signature, Superintendent's Designated Representative

Address: _____

Title: _____

DATED this _____ day of _____ 201____

Social Security #

Date of Applicant Signature

Phone Number: _____

Email: _____