

TERMS OF EMPLOYMENT – CLASSIFIED PERSONNEL

Section I: EMPLOYMENT RECOMMENDATION

Annually, prior to July 1, and thereafter as necessary, the superintendent or the designee shall submit for approval of the board of trustees, the titles and names of all full-time and part-time classified personnel recommended for employment, showing classification, terms of employment, and rates and dates of compensation.

Section II: TERMS OF EMPLOYMENT

Classified personnel are noncertified personnel who are not required to hold a valid license issued by the Mississippi Department of Education as a prerequisite for employment in the District. New classified personnel will be employed on a 90-working-day probationary basis. At the end of the 90 days an evaluation ~~will~~ may be made by the supervisor relative to non-probationary status. At the close of the 90-working-day-period and if the supervisor does not recommend otherwise, the employee's probationary status ends. The classified employee becomes eligible for the District fringe benefits upon employment.

Section III: EMPLOYEE DISMISSAL

A classified employee may be released from employment or not offered reemployment for the next school year. When the superintendent terminates a classified employee, the termination is final. When this occurs, an opportunity will be provided for the employee to be heard, pursuant to the employee complaint policies as set out in Policy GAE.

Section IV: AT-WILL STATUS

Nothing in the preceding is intended to modify the status of classified employees as "at-will" employees. At-will employees do not have a contract of employment and can be released from employment at any time for a good, bad, or no reason provided the reason is not contrary to statute, the constitution, or illegal. Either party may terminate the employment.

SOURCE: Jackson Public School District, Jackson, Mississippi  
LEGAL REF: Miss. Code Ann. §37-9-103; 5 Jeffery Jackson ET AL., MS  
Prac. Encyclopedia MS Law §43:2 (2d ed. 2017).

DATE: September 21, 1981  
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