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 be made by the supervisor relative to non-probationary status. The classified employee becomes eligible for the district fringe benefits upon employment. At the close of the 90-working-day-period, the employee may be recommended for full-time employment.

Section III: EMPLOYEE DISMISSAL

A classified employee may be released from employment or not offered reemployment for the next school year. When this occurs, an opportunity will be provided for the employee to be heard, pursuant to the employee grievance 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.

SOURCE: Jackson Public School District, Jackson, Mississippi
Miss. Code Ann. §37-9-103
DATE: September 21, 1981
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February 17, 1992
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