

Vallivue School District #139

All non-certificated staff positions shall be considered in all respects “employment at will” and the employee is subject to discharge by the district at any time without cause. The “employment period” and other terms set forth in their job descriptions shall not create a property right in the employee and such are set forth only to advise the employee of when and what type of services will be required by the district so long as employment continues.

The board will annually review and determine its staffing needs for non-certificated employees. The board authorizes the superintendent or designee to hire employees to fill open, non-certificated positions in the district, as needed, and create new positions when an emergency arises. Non-certificated personnel will be hired based upon their qualifications for the position.

Non-certificated personnel are not entitled to any expectations of future employment with the district.

At the time of initial employment, and annually thereafter, all non-certificated employees will receive a letter of appointment. The letter of appointment does not alter the employee’s at-will employment status. The letter of appointment is intended to set forth relevant information, including, but not limited to, the non-certificated employee’s work schedule, rate of pay; notify the non-certificated employee of the district’s requirement that he/she comply with district policy; and notify the employee that the employment is at-will.



LEGAL REFERENCE:

Idaho Code Section 33-517

ADOPTED: 10/10/06 (New as defining policy. Part taken from Policy 409.1)

AMENDED:

