

NOTE: The Board should be careful when adopting policies related to classified staff in order to preserve the "at will" status of these employees. The following policy (not required by law, but highly recommended) is written with "at will" status in mind. Please consult with your attorney before adopting or making any revisions to this policy. You should also review all policies in the GD section, as well as employee handbooks and other statements and documents, to ensure a consistent approach in this area. Contrary assertions in handbooks, contracts, and other writings or made verbally can create serious problems for a school district defending itself against a due process claim.

Support Staff Positions

All support staff positions in the school system shall be established initially by the Board.

Support staff employees, unless otherwise designated by contract, shall be considered "at will" employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Support staff members shall be employed for such time as the district is in need of or desirous of the services of such employees.

In each case, the Board shall approve a statement of job requirements as presented by the superintendent. This shall be in the form of a job description setting forth the qualifications for the job, a detailed list of performance responsibilities and any required physical capabilities.

Adopted: 2006

Revised: 3-16-2018

LEGAL REFS.:

C.R.S. 22-32-109 (1)(f) *(Board duty to employ personnel)*

C.R.S. 22-32-110 (1)(ee) *(power to employ teachers' aides and other nonlicensed personnel to assist licensed personnel)*

C.R.S. 22-32-110 (1)(h) *(power to terminate employment)*

CROSS REFS.: GDE/GDF, Support Staff Recruiting/Hiring

GDQD, Discipline, Suspension and Dismissal of Support Staff