

## **412.01 Support Staff Defined**

Friday, August 11, 2023

### **SUPPORT STAFF DEFINED**

Support staff are employees who are not administrators or employees in positions which require a Nebraska Department of Education teaching certificate and who are employed to fulfill the duties listed on their job description on a monthly or hourly basis. Support staff shall include, but not be limited to, teacher and classroom aides, custodial and maintenance employees, clerical employees, food service employees, bus drivers, and temporary help for summer or other maintenance. The position may be full-time or parttime.

In accordance with American common law and accepted practice in Nebraska labor relations, classified staff members are regarded as "at will" employees, meaning that they are hired for an indefinite period of time and may be terminated at any time or without cause. However, no employee can be terminated for reasons that would violate an employee's civil rights as extended to them by the United States Constitution and other state and federal statutes.

Classified employees will normally be considered for re-election at a meeting of the board of education after the close of the school year in May.

It shall be the responsibility of the superintendent to establish job specifications and job descriptions for support staff positions. Job descriptions may be approved by the board.

Cross Reference:

406.01 Certificated Employee Defined

413.03 Support Staff Group Insurance Benefits