



Policy 5800 – Classified Employment, Assignment, and Grievance

Classified employees are those noncertificated employees who are employed by the District or personnel hired in positions which do not require certification.

With the exception of those classified employees specifically hired by the Board as holding a status of not at-will, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason, so long as the same does not violate public policy or violate any other provision of law. Such at-will designation will be included in all job descriptions and related written documentation, should the same be implemented by the District. An employment period, as well as other terms and conditions of employment set forth in a job description and/or written documentation shall not create a property right as such are included for the specific purpose only of providing notice to the employee of the service and expectations of the District so long as the employment relationship continues.

Classified employees shall have no expectation of continued employment, unless so expressly specified by the District’s Board. The District reserves the right to change employment conditions affecting the employee’s duties, assignment, supervisor, or grade.

The District shall determine the salary and wages for classified personnel with Board approval.

The grievance procedure for classified employees shall be the procedure set forth in Idaho Code. Classified employees may file a written grievance alleging a violation of current, written District approved policy, procedure, or employee handbook, a condition or conditions that jeopardize the health or safety of the employee or another, or tasks assigned outside of the employee's essential job functions and for which the employee has no specialized training. However, neither the rate of pay nor the decision to terminate an employee during the initial 180 days of employment shall be regarded as a proper grievable matter.

Legal References:

Legal References	Description
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Preston School District #201
Section 5000 - Personnel

Legal References		Description
778 P.2d 744 (Idaho 1989)		Metcalf v. Intermountain Gas Co.
IC § 33-1201		Teachers - Certificate Required
IC § 33-517		Non-Certificated Personnel
Other References		Description
ISBA Policy Services		https://www.idsba.org/member-services/policy/
Cross References		
Code	Description	
3085	<u>Sexual Harassment, Discrimination, and Retaliation Policy</u>	
	<u>Sexual Harassment, Discrimination, and Retaliation Policy - Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions</u>	
3085-P(1)		
3085-F(1)	<u>Sexual Harassment, Discrimination, and Retaliation Policy - Notice of Investigation & Allegation Template</u>	
3085-F(2)	<u>Sexual Harassment, Discrimination, and Retaliation Policy - Reporting Form for Students</u>	
4110	<u>Public Complaints</u>	
5395	<u>Whistleblowing</u>	
5825	<u>Evaluation of School Bus Drivers</u>	

Adopted:

Revised:

Reviewed: