

CREATING A **NEW STAFF** POSITION

The Board of Education recognizes the need to establish positions which, when filled by competent, qualified professional staff members, will assist the District in achieving the education goals set by the Board. The District employs only U.S. citizens and others lawfully authorized to work in the United States.

The Superintendent **or designee** shall verify all new full-time and part-time employees' right to work in the United States according to the Federal Immigration Reform and Control Act of 1986.

The Board reserves the right to:

- A. create new positions;
- B. specify the number of persons to be employed with each job category;
- C. set the initial salary for a new position not currently covered by a valid, negotiated, collectively-bargained agreement.

In the exercise of its authority to create new positions, the Board shall give primary consideration to the:

- A. number of students enrolled;
- B. special needs of the community;
- C. special needs of the students;
- D. operational services of the District.

~~The Board shall seek the advice of its administrative staff in creating a new position or increasing the number of professional staff members in an existing position, but the Board reserves the right to act unilaterally.~~

**BOARD OF EDUCATION
GENEVA COMMUNITY UNIT
SCHOOL DISTRICT #304**

PROFESSIONAL STAFF
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The Board shall, upon the advice of the Superintendent **or designee**, consider the advisability of creating a new position or of increasing the number of professional staff members in an existing position.

Immigration Reform and Control Act of 1986
8 U.S.C. 1255a

Adopted 6/26/06
To Policy 9/28/15