CASUAL/TEMPORARY/SEASONAL EMPLOYMENT

Some of the District's work is indefinite and/or irregular with regard to schedule and duration. As a result, the District recognizes the need to employ workers at all levels of responsibility from time to time on an as needed basis or to work for limited periods of time at the discretion of the District. The District will follow the steps outlined in LCSD Board Policies *GB-Employment and Compensation*, and *GC-Appointment of Non-Licensed Personnel* in employing individuals as casual, temporary, or seasonal employees.

1. Authorization to Hire Casual/Temporary/Seasonal Workers

In general, a casual/temporary/seasonal worker may be hired for work which will require fewer than twenty (20) hours per week or fewer than six (6) months to complete if the District has appropriated sufficient funds in the budget to pay the worker. Work requiring more hours to complete will usually require the establishment of a regular position. The District will not hire casual/temporary/seasonal workers to avoid establishing a regular position when the work to be performed is ongoing. However, the District may, from time to time, find that its interests are best served by assigning work to a casual/temporary/seasonal worker for longer than six (6) months or more than twenty (20) hours per week.

2. Duration of Casual/Temporary/Seasonal Employment

~~A c~~Casual/temporary/seasonal worker's will be hired as at-will employees and has~~s~~ve no right to or expectation of continued employment or any property right regarding employment. ~~A c~~Casual/temporary/seasonal worker's may be terminated at any time, with or without cause, with or without notice, and shall have no right to appeal.

3. Employment in a Regular Position

The District may hire a casual/temporary/seasonal worker into a regular position only after completing an authorized recruitment and selection process for that position. The employee's service date will be determined according to the date of hire in the regular position with no credit for the time worked in the casual/temporary/seasonal position given toward completion of a probationary period or the accrual of benefits for the time an employee was hired for casual/temporary/seasonal work.

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