

Homedale Joint School District No. 370

PERSONNEL

5800

Classified Employment, Assignment, and Grievance

Classified employees are those non-certificated 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. 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 Board shall determine the salary and wages for classified personnel.

The grievance procedure for classified employees shall be the procedure set forth in Idaho Code.

Cross Reference: 5800P

Classified Employee Grievance Procedure

Legal Reference:

I.C. § 33-517 Non-Certificated Personnel, as amended
I.C. § 33-1201 Certificate Required, as amended
Metcalf v. Intermountain Gas Co., 116 Idaho 622 (1989)

Policy History:

Adopted on:

Revised on:

No Prior Board Policy