FAIRVIEW SCHOOL DISTRICT

SECTION: SUPPORT EMPLOYEES

TITLE: EMPLOYMENT OF SUBSTITUTE AND TEMPORARY EMPLOYEES

ADOPTED: June 20, 1994

REVISED:

505. EMPLOYMENT OF SUBSTITUTE AND TEMPORARY EMPLOYEES

1. Authority
SC 406

The Board will approve annually the names of substitute support personnel and the positions in which they may substitute. Additional names may be added to the list of substitute personnel by the Board during the school year following the approval of such list.

Whenever a substitute is required in the support area, the administration shall give consideration to a furloughed employee, if said employee is qualified to perform the duties.

Substitutes shall be compensated at a rate set annually by the Board for the various categories of regular employees.

It is the policy of this Board that all temporary service personnel, as defined in Article X, Paragraph H of the present collective bargaining unit with the Fairview School Service Personnel Association or its later amendments or revisions, not be granted any benefits other than wages. Such benefits include medical benefits, the right to any types of leave, seniority, insurance protection, rights to paid holidays, vacations, and other benefits.

SC 111

No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and the district has evaluated the results of that screening process.

2. Delegation of Responsibility

The Superintendent shall develop procedures for the recruitment, screening and recommendation of candidates for support employment.

SC 1111

No person shall be employed who is related to any member of the Board, as defined in statute, unless such a person receives the affirmative vote of a majority of all members of the Board other than the member related to the applicant, who shall not vote.