

TERMS OF EMPLOYMENT – CLASSIFIED PERSONNEL

SECTION I: EMPLOYMENT RECOMMENDATION

Annually, before July 1, and thereafter as necessary, the superintendent or the designee shall submit for approval of the board of trustees, the titles and names of all full-time and part-time classified personnel recommended for employment, showing classification, terms of employment, and rates and dates of compensation.

SECTION II: TERMS OF EMPLOYMENT

Classified personnel is defined as noncertified personnel who are not required to hold a valid license issued by the Mississippi Department of Education as a prerequisite for employment in the District.

New classified personnel will be employed on a 90-working-day probationary basis. At the end of the 90 days, an evaluation will be made by the supervisor relative to the non-probationary status. The classified employee becomes eligible for the district fringe benefits upon employment. At the close of the 90-working-day-period, the employee may be recommended for full-time employment.

SECTION III: EMPLOYEE DISMISSAL

A classified employee may be released from employment or not offered reemployment at the recommendation of the Superintendent for the next school year following the “at-will” employment doctrine. If this occurs, the classified employee will not be provided an opportunity to challenge the District’s employment decision.

SECTION III: AT-WILL STATUS

Nothing in the preceding is intended to modify the status of classified employees as “at-will” employees.

SOURCE: Jackson Public School District, Jackson, Mississippi

LEGAL REF: Miss. Code Ann. 37-9-103

DATE: September 21, 1981

AMENDED: July 16, 1990
 February 17, 1992
 September 18, 1995
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 July 12, 2016
 August 3, 2021