

Section 400 – Personnel
Support Staff - General
Support Staff Defined

File: 412.01

The board of education believes that the classified staff is an integral part of an effective and efficient school system. They are, therefore, to be selected and trained with the same care and attention afforded the school district's administrators and teachers who are employed as certified staff.

Classified staff includes: custodians, maintenance workers, building secretaries, central office secretaries and bookkeepers, teacher assistants, cafeteria workers, or others who might be recommended by the superintendent of schools.

In accordance with Early Common Rule, American Rule, and accepted practice in Nebraska labor relations, classified staff members are regarded as "at will" employees, meaning that they are hired for an indefinite period of time and may be terminated at any time or without cause. However, no employee can be terminated for reasons that would violate an employee's civil rights as extended to them by the United States Constitution and other state and federal statutes.

Cross Reference: 406.01 Certificated Employee Defined
 413.03 Support Staff Group Insurance Benefits