



Book	Policy Manual
Section	3000 Professional Staff
Title	Copy of CREATING A POSITION
Code	po3111
Status	
Adopted	November 2, 2009
Last Revised	December 2, 2019

3111 - CREATING A POSITION

The Board ~~of Education~~ recognizes the need to establish positions which, when filled by competent, qualified professional staff members, will assist the District in achieving the education goals set by the Board. The District employs only persons U.S. ~~citizens and others lawfully~~ authorized to work in the United States.

The District Administrator shall verify all new full-time and part-time employees' identity and authorization ~~right~~ to work in the United States according to ~~the Federal~~ law. ~~Immigration Reform and Control Act of 1986.~~

The Board reserves the right to: ~~-, subject to and consistent with any applicable terms of a collective bargaining agreement:-~~

- A. create new positions;
- B. specify the number of persons to be employed with each job category;
- C. set the initial salary for a new position not currently covered by an established salary structure, range, or schedule ~~a valid, negotiated, collectively bargained agreement.~~

In the exercise of its authority to create new positions, the Board shall give primary consideration to the:

- A. number of students enrolled;
- B. special needs of the community;
- C. special needs of the students;
- D. operational services of the District.

The Board shall, upon the advice of the District Administrator, consider the advisability of creating a new position or of increasing the number of professional staff members in an existing position.

Revised 12/2/19

Neola 2019

Legal	Immigration Reform and Control Act of 1986
	8 U.S.C. 1255a

