

ACTION: Below is proposed new Policy GB as recommended by MSBA, with additional revisions from General Counsel. This policy addresses the employment of substitute and part-time employees.

Recommendation: Adopt new Policy GB as recommended by MSBA, with additional revisions from General Counsel.

Section: Personnel

Title: Part-Time and Substitute Employment

Number: GB-Critical

Legal Refs: Sections 162.301, 168.101 - .130, .303, 169.322, .324, .331, .475, .560, .561, .596, .660, RSMo.
5 C.S.R. 20-400.110, .220
16 C.S.R. 10-5.010, 6.060

Adopted: _____

The district may employ part-time employees and employees who will work on a substitute basis in the district. These employees must meet the same qualifications as full-time staff, must be appropriately certified or licensed when necessary, and are subject to the same policies, procedures and other rules as full-time employees. Part-time and substitute employees must satisfactorily complete the same background checks and screenings required of full-time employees.

Substitute Employees

In accordance with law, a majority of the whole Board must approve the employment of all employees, which includes substitute employees. The superintendent will present an initial list of substitute employees to the Board for approval. If substitute employees are added to or removed from the list, the superintendent will submit the revised list or the individual changes to the Board for approval.

Part-Time Employees

The superintendent or designee may create part-time employment positions in situations where the district will benefit from employing part-time staff or where full-time staff are not necessary to accomplish the district's goals. The district will employ persons in part-time positions in accordance with the district's regular hiring practices and Board policy.

Job Sharing

The district may employ classroom teachers through a job-sharing arrangement in accordance with law. Classroom teachers in a job-sharing position shall receive paid legal holidays and paid leave applicable to all classroom teachers on a pro rata basis **in accordance with law.**

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Employing Retirees

The district may employ persons retired and currently receiving a retirement allowance from a public retirement system, but the district shall consult with that public retirement system before hiring one of its beneficiaries.

Contracts

The contracts of all teachers employed on a regular, part-time basis must explicitly state the percentage of full-time equivalent (FTE) work for which they are contracted so that the district may accurately calculate the accumulation of tenure.

Park Hill School District, Platte County, MO