

WESTMORLAND UNION ELEMENTARY SCHOOL DISTRICT

I.

Board Policies Covering All Employees

Board Policy No. 4015: EMPLOYMENT OF SUBSTITUTE CERTIFICATED EMPLOYEES, AND EMPLOYMENT OF SUBSTITUTE AND SHORT-TERM EMPLOYEES NOT IN THE CLASSIFIED SERVICE

- A. The Board hereby delegates to the Superintendent the authority on behalf of the Board and the District to employ and to terminate substitute certificated employees, substitute employees not in the classified service, and short-term employees not in the classified service; all subject to subsequent ratification by the Board.
- B. The delegation of authority in this Board Policy with regard to certificated employees is limited to substitute certificated employees who are employed for less than seventy-five percent (75%) of a school year as defined by Education Code section 44918.
- C. The delegation of authority in this Board Policy with regard to employees substituting for regular classified employees or short-term employees not in the classified service is limited to employees who are employed for less than seventy-five percent (75%) of a school year as defined by Education Code section 45103.
- D. The Superintendent in exercising the delegated authority in this Board Policy shall conform to all relevant laws, Board Policies and appropriate personnel practices. The Superintendent in exercising the delegated authority in this Board Policy also shall act consistently with the Budget adopted by the Board and prudent business practices.

Legal References:

Education Code sections 35161, 44918, 45030, 45103

Date Policy Adopted By The Board: May 16, 1995

Date Policy Renumbered By The Board: October 9, 2003 (formerly B.P. 4017)