

Licking Heights Local School District

Bylaws & Policies

4111 - CREATING A POSITION

The Board recognizes the need to establish positions which when filled by competent, qualified ~~support~~ ~~classified~~ staff ~~employees~~ ~~members~~, will assist the District in achieving the ~~educational~~ ~~operational~~ goals set by the Board. The District employs only U.S. Citizens and others lawfully authorized to work in the United States.

~~Upon the recommendations of the Superintendent and Treasurer, the Treasurer's office~~ shall verify all new ~~full-time and part-time~~ employees' ~~and substitutes~~ right to work in the United States according to the Federal Immigration Reform and Control Act of 1986.

The Board reserves the right to ~~fix and prescribe the duties to be performed by all personnel,~~ create new ~~positions,~~ positions.

~~In the exercise of its authority to create new positions, the Board shall give primary consideration to district finances. specify the number of persons within each job category, and set the initial salary for a new position.~~

~~The Board may create a new position or increase the number of employees in an existing position. The Board shall seek the advice of its administrative staff in creating a new support staff position or increasing the number of employees in an existing position, but the Board reserves the right to act unilaterally.~~

R.C. 3313.17, 3313.47, 3319.07, 3319.08
Federal Immigration Reform and Control Act of 1986
8 U.S.C. 1255_a

Revised 2/8/88

Revised (DATE)