

## **Appointment And Conditions Of Employment**

The Governing Board shall approve the appointment of all full-time, part-time and hourly classified employees. Temporary, substitute, short-term, and student employees may be appointed by the Superintendent or designee. The position and the pay rate shall be reported to the Board at a regular meeting.

Individuals appointed to the classified staff shall fulfill the following requirements:

1. Submit to fingerprinting process and receive clearance from the Department of Justice prior to the first date of employment. A fee for this will be paid by the applicant.

(cf. 4212.5 - Security/Credit Check)

2. Submit to a tuberculosis test with proof thereof as required by law and Board policy.

(cf. 4112.4/4212.4/4312.4 - Health Examinations)

3. File the oath or affirmation of allegiance required by Government Code 3100-3109. Legally employed aliens are exempted from filing this oath pursuant to Government Code 3101.

(cf. 4112.3 - Oath or Affirmation)

No person shall be initially assigned as an instructional aide without having demonstrated proficiency in reading, writing and mathematics skills. (Education Code 45344.5) These proficiency requirements shall equal or exceed those required by the district for high school seniors. (Education Code 45344.5)

(cf. 4222 - Teacher Aides/Paraprofessionals)

When first employed and upon each subsequent change in classification, classified employees other than short-term, limited-term, or provisional employees shall be given two copies of their class specification, salary data, assignment or work location, duty hours, and prescribed work week. Salary data shall specify pay period (monthly, semi-monthly or other) and applicable rates of compensation (daily, hourly, overtime and differential rates). Employees shall keep one copy of this information and shall sign and date the other copy and return it to Human Resources. (Education Code 45169)

(cf. 4112.9 - Employee Notifications)

Legal Reference:

EDUCATION CODE

35161 Powers and duties

44066 Limitation on certification requirements

45103 Classified service in districts not incorporating the merit system

45104 Positions not requiring certification qualifications

45105 Positions under various acts not requiring certification qualifications; classification

45113 Rules and regulations for classified service in districts not incorporating the merit system

45122 Physical examinations

45125 Use of personal identification cards to ascertain conviction of crime

45169 Employee salary data

45344.5 Demonstrated proficiency in basic skills

49406 Examination for tuberculosis

#### GOVERNMENT CODE

3100-3109 Oaths or affirmations of allegiance for disaster service workers and public employees

12940-12950 Unlawful employment practices

Policy FRESNO UNIFIED SCHOOL DISTRICT

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