

JOB DESCRIPTIONS

Job descriptions serve to describe all essential functions that the individual who holds the position must be able to perform unaided or with the assistance of reasonable accommodations. Job descriptions also outline attendance standards, and the qualifications needed to fill a position. Additionally, they help determine which candidates to recommend for appointment and assist in the evaluation of the employee's performance of position responsibilities.

"Essential functions" as used in this policy means the fundamental job duties of the employment position. A job function may be considered essential for several reasons, including, but not limited to, the following:

- The function may be essential because the reason the position exists is to perform the function;
- The function may be essential because of the limited number of employees available among whom the performance of the job function can be distributed; and/or
- The function may be highly specialized so that the individual is hired for their expertise or ability to perform the particular function.

"Attendance standards" as used in this policy means the regular work hours of the position, including leave and vacation provisions available through policy and/or collective bargaining agreements, and any special attendance needs of the position as determined by the district.

Job descriptions will be developed by the applicable administrator/supervisor under the supervision of the Superintendent/designee for each position in the district. Each job description shall be dated. As job descriptions are reviewed and/or revised new dates will be affixed.

Job descriptions will be coded and retained by the Human Resources Department for the Lyon County School District. Job descriptions will be made available on the District's website. Each employee shall receive a copy of their respective job description upon hire. Each employee shall sign and date the job description and a signed copy will be placed in their personnel file.

Job descriptions will be reviewed as needed. The Executive Director of Human Resources under the direction of the Superintendent will approve initial and/or revised job descriptions.