

## **Personnel**

### **CLASSIFIED PERSONNEL**

The Governing Board recognizes that classified personnel provide essential services that support and enhance the district's educational program. The Board shall fill each of its classified positions with qualified persons, consistent with position requirements.

The Board shall classify all employees and positions not requiring certification qualifications as the classified service, except for those employees and positions specifically exempt from classified service. (Education Code 45103)

Individuals who possess certification qualifications shall not be prohibited from being employed in a classified position. (Education Code 45104)

Each classified position shall have a designated title and regular minimum number of assigned hours per day, days per week, and months per year.

Classified employees shall be assigned by their immediate supervisors with the approval of the Superintendent or designee. They shall be required to perform those duties prescribed by the Board for the position the employee holds, in accordance with applicable job descriptions and collective bargaining agreements.

Each classified employee shall be held accountable for duties assigned to him/her and shall undergo regular performance evaluations in accordance with collective bargaining agreements.

### **Substitute and Short-Term Employees**

The district may employ a substitute employee to replace a classified employee who is temporarily absent from duty. (Education Code 45103)

If the district is in the process of hiring a permanent employee to fill a classified position, the Board may fill the vacancy with one or more substitute employees for no more than 60 calendar days, unless the applicable collective bargaining agreement provides for a different period of time. (Education Code 45103)

The district may employ a short-term employee to perform a service for the district when that service or similar services will not be extended or needed on a continuing basis. Before employing a short-term employee, the Board, at a regularly scheduled meeting, shall specify the service required to be performed by the employee and shall certify the ending date of the service. The Board may shorten or extend the ending date, but the date shall not be extended beyond 195 work days per year, including holidays, sick leave, vacation, and other leaves of absence, irrespective of the number of hours worked per day. (Education Code 45103)

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Legal Reference:

**State**

Ed. Code 45100-45139

Ed. Code 45160-45169

Ed. Code 45190-45210

Ed. Code 45220-45320

Ed. Code 49406

Ed. Code 51760-51769.5

**Management Resources**

Website

Website

**Description**

[Employment of classified staff](#)

[Salaries for classified employees](#)

[Leaves of absence; classified](#)

[Merit system; classified employees](#)

[Examination for tuberculosis](#)

[Work experience education](#)

**Description**

[CSBA District and County Office of Education Legal Services](#)

[California School Employees Association](#)

Policy Adopted: July 5, 1990  
Revised: May 23, 2024

**WESTMINSTER SCHOOL DISTRICT**  
Westminster, California