

principals or their designees for licensed employees or non-instructional employees and to transmit approved recommendations to the local school board; however, this authorization shall be restricted to no more than two (2) positions for each employment period for each school in the local school district.

When the licensed employees have been elected as provided in the preceding paragraph, the superintendent of the district shall enter into a contract with such persons in the manner provided in this chapter.

If, at the commencement of the scholastic year, any licensed employee shall present to the superintendent a license of a higher grade than that specified in such individual's contract, such individual may, if funds are available from minimum education program funds of the district, or from district funds, be paid from such funds the amount to which such higher grade license would have entitled the individual, had the license been held at the time the contract was executed.

' 37-9-17 (2001)

LEGAL RULING

Plaintiff who was never recommended to the school board by the superintendent and not hired by the board pursuant to any recommendation has no enforceable rights against the school board for its refusal to honor an employment contract the plaintiff signed as career awareness counselor, since the instrument which was tendered by the superintendent never ripened into an enforceable contract without board approval.

NOTE: All new hire licensed and non-licensed employees after July 1, 2000 must have a state child abuse registry check and criminal records background check via fingerprint card. Please see sample policy GBD- Professional Personnel Hiring and/or sample policy GCD - Classified Personnel Hiring.

LEGAL REF.: MS CODE as cited

Jones v Birdsong (1980, ND Miss.) 350 F Supp 221

CROSS REF.: Policies GBA - Professional Personnel Compensation Guides and Contracts
GBD - Professional Personnel Hiring

PROFESSIONAL PERSONNEL (REDUCTION IN FORCE) - HSD Policy – GBKAR

The Board of Trustees has the responsibility for providing and maintaining quality schools within the district. In order to carry out its responsibility, the board may: (1) abolish or combine job positions, (2) reduce the length of the work year with a concomitant reduction in salary (the same to be in no event less than 187 days per contract year), (3) reduce administrative supplements, (4) reduce the number of employees. Initially, staff reduction will be accomplished by attrition.

When reducing the number of licensed employees, the board will take into account the following reasons for such reduction in force:

- Enrollment declines,
- Financial decline/reduction
- Educational program(s) elimination, and
- Priority need for human, material and financial resources.

The primary objective of the board when reducing the work force will be the maintenance of a fair and balanced educational program consistent with the needs of the students and the functions and responsibilities of the school district. When deciding reduction in force, the board will consider the following factors, not necessarily in the order listed:

Criticality of the position to the mission, goals, and objectives of the school district

- Subject area(s) and advanced degrees by certification.
 - Experience, professional training, length of service within the district and work assignment.
 - Quality of performance including the proven ability to accomplish the educational mission of the school district.
- Executive ability.
- Employee attendance and discipline history.
 - Skills and licensure in the area(s) where the district has instructional and/or supervisory needs.

PROFESSIONAL PERSONNEL TIME SCHEDULE – HSD Policy – GBRB

The school day for the Hollandale School District will proceed as follows:

Elementary - 7:50 a.m. through 3:15 p.m.
High School - 7:50 a.m. through 3:15 p.m.

Elementary and high school teachers are expected to be on morning duty at their respective schools at 7:00 am each day according to the morning duty schedule. Except when carrying out assignments of the principal, teachers are expected to remain at school or on duty during the designated hours. It is expected that all teachers remain at school Monday through Friday as follows:

Elementary - 7:20 a.m. through 3:20 p.m.
High School - 7:30 a.m. through 3:30 p.m.