

Coeur d'Alene School District No. 271

PERSONNEL

5200 (Starting Policy: 460)

Applicability of Personnel Policies

Except where expressly provided to the contrary, Board policies apply uniformly to the employed staff of the District. However, where there is a conflict between the terms of a collective bargaining agreement and the District's policy, the law provides that the terms of the collective bargaining agreement shall prevail for the staff covered by that agreement.

When a matter is not specifically provided for in an applicable collective bargaining agreement, the policies of the Board shall govern.

Classified employees are employed at will and the District policy manual is not intended to express a term of an employment agreement. The provisions of this policy manual do not create a property right which would modify the District's right to terminate the employment relationship of classified employees at will.

A certificated employee is any person required to maintain a certificate as a contract professional employee and employed on a contract approved by the State Superintendent of Public Instruction. The certificate must be endorsed for the grade, grades, or subjects the employee is hired to teach unless a provisional certificate is received from the Idaho State Board of Education. Each certificated employee is personally responsible for maintaining and renewing his or her teaching certificate and endorsements.

Legal Reference:	I.C. § 33-1001(16)	Definitions
	I.C. § 33-1201	Certificate Required
	I.C. § 33-1202	Eligibility Certificate
	I.C. § 33-1204	Validity, Duration, Renewal and Lapse of Certificates
	<u>Metcalf v. Intermountain Gas Co.</u> , 116 Idaho 622 (1989)	

Policy History:

Adopted on: 12/7/15

Revised on: