

SUPPORT STAFF EMPLOYMENT STATUS

Types of Employment

The school division employs three types of support staff personnel.

- 1. Full-time regular employees normally work between 37.5 to 40 hours per week, depending on position, and are eligible for all employment benefits available under School Board policy.

Employees assigned to authorized regular positions, identified as having VRS coverage, such as bus drivers and cafeteria workers are eligible for salary increments and shall accrue employment benefits as full-time employees.

- 2. Part-time employees are not eligible for employment benefits as full-time employees, i.e. VRS coverage, sick leave, sick leave bank, vacation or personal leaves.
- 3. Temporary employees, such as substitutes, who are hired on a daily basis for short-term needs. These employees do not receive benefits and will be paid only for hours worked.

The employment of support personnel may be terminated with fifteen calendar days' notice. Support personnel may also be subject to immediate dismissal for just cause.

Support personnel who are removed from employment for just cause shall be ineligible thereafter for employment by Madison County School Board.

Employees of Madison County School Board may be suspended as provided in Policy GCPF Suspension of Staff Members.

Adopted: September 9, 1996

Revised: July 11, 2016

Legal Ref.: Code of Virginia, 1950, as amended, section 22.1-78

Cross Ref.:	GCDA	Effect of Criminal Conviction of Founded Complaint of Child Abuse or Neglect
	GDG	Support Staff Probationary Period
	GBMA	Support Staff Grievances
	GCPF	Suspension of Staff Members