

1                                    EMPLOYMENT OF SUPPORT STAFF

2     Support employees include all those employees who work in noninstructional roles  
3     and serve at the pleasure of the Board subject to dismissal, transfer, promotion, or  
4     resignation as provided in State statutes and, if applicable, the provisions of the  
5     collective bargaining agreement.

6     A regular employee is a person employed in a continuing position on a daily  
7     schedule after having completed a ninety-seven (97) calendar day probationary  
8     period or as specified in the applicable collective bargaining agreement. Extensions  
9     to this period may be granted by mutual written consent of the employee and the  
10    immediate supervisor. Support staff who have not completed such period of  
11    employment may be discharged without recourse and shall not be subject to the  
12    provisions of the grievance procedure for bargaining unit employees.

13    Support positions are those listed in the applicable bargaining unit agreement as  
14    well as some nonbargaining positions.

15    The employment of support staff members prior to approval by the Board is  
16    authorized when their employment is required to maintain continuity in District  
17    operations. Employment shall be recommended to the Board at a subsequent Board  
18    meeting, retroactive to the date of hire.

19    Any support staff member's misstatement of fact material to qualifications for  
20    employment or the determination of salary shall be considered to constitute grounds  
21    for dismissal.

22    All support personnel shall become familiar with the policies of the Board and other  
23    such policies, regulations, memoranda, bulletins, and handbooks that pertain to  
24    their duties in the District. Any support staff member employed by the Board who is  
25    found guilty of any willful violation of the policies of the Board shall be guilty of  
26    gross insubordination and shall be subject to dismissal or such other lesser penalty  
27    as appropriate.

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29    **The Board recognizes that it is vital to its successful operation that positions**  
30    **created by the Board be filled with highly qualified and competent personnel.**  
31    **Physical therapists, occupational therapists and licensed practical nurses must**  
32    **hold a license to practice in the State of Florida in order to be eligible for**  
33    **employment.**

**THE SCHOOL BOARD OF  
PASCO COUNTY**

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- 1 F.S. 1012.01, 1012.37, 1012.40
- 2 F.A.C. 6A-1.0502(11)
- 3 20 U.S.C. 6301

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