The School Board recognizes the need to establish positions which, when filled by competent, qualified professional staff members, will assist the Corporation in achieving the education goals set by the Board. The Corporation employs only U.S. citizens and others lawfully authorized to work in the United States.

The Superintendent shall verify all new full time and part-time employees’ right to work in the United States according to the Federal Immigration Reform and Control Act of 1986.

The Board reserves the right to:

A. create new positions, and provide each with a job description clearly descriptive of the duties for which the position was created, and provide each with a title that conforms with the appropriate certification insofar as possible;

B. specify the number of persons to be employed with each job category;

C. set the initial salary for a new position not currently covered by a valid salary schedule.

The Board shall, upon the advice of the Superintendent, consider the advisability of creating a new position or of increasing the number of professional staff members in an existing position.