

EMPLOYING BOARD MEMBERS

The Midway School District recognizes that finding qualified employment applicants can be very difficult in rural areas. For this reason, the Midway School District may employ a school board member under the following conditions:

- A board member may not serve as an administrator, teacher or in supervisory positions including, but not limited to, business manager, head cook and head custodian. A board member also may not serve as school secretary since that role can involve dealing with confidential information. A board member may serve as a paraprofessional, assistant cook, bus driver or coach.
- A board member can only be hired if there were no other qualified applicants for the position.
- Employment of the board member must be approved by the superintendent, principal or other supervisor and unanimous approval of the other four board members.
- During work hours, the board member must not conduct himself/herself as a school board member. That person is an employee as any other employee.
- The board member/employee is subject to all rules and policies as detailed in the Classified Staff Handbook. This includes all rules relating to confidentiality.
- The board member/employee must recuse himself/herself from any decisions that are related to the area in which the person is employed.
- A board member/employee who is dismissed from employment for inadequate performance can also be considered for removal from the school board.
- Any board member who accepts employment with the District must read this policy and sign a copy of it acknowledging that he/she has read it.