

DEFINITIONS FOR PERSONNEL POLICIES

When policy language is only applicable to certain classifications of employees, the following definitions shall apply:

- *Administrators*: Individuals who work in positions requiring an administrative credential from the North Dakota Department of Public Instruction (DPI).
- *Ancillary or classified staff*: Employees working for the District on an at-will basis. Examples include, but are not limited to: paraprofessionals, secretaries, custodians, coaches, bus drivers, cooks, Business Manager, Technology Coordinator.
- *Full-time employee* is defined as a staff member working an average of 30 hours per week. All employees not meeting or exceeding this threshold are considered part-time. This definition shall apply except when superseded by the negotiated agreement or law (e.g., the Patient Protection and Affordable Care Act).
- *Licensed teachers*: Individuals who work in positions requiring licensure from the Educational Standards and Practices Board (ESPB), including, but not limited to, classroom teachers, librarians, and counselors.

End of Hope-Page School District #85 Policy DAB Adopted: 12/16/20