

## **Contracts: Classified Employees**

### **Classified Employees—**

Contract classified employees shall have no property right in their employment and may be dismissed at will. The Board or its designee may terminate the employment of contract classified employees any time, for any reason, other than a reason prohibited by law. *[If Version B of Policy DHA has been adopted, which permits classified employees to obtain career status, this section is hereby deleted.]*

### **Dismissal Procedure—**

Contract classified employees who are dismissed shall receive either notice or salary in an amount equal to the remainder of the pay period. This provision shall not create a contractual relationship or any expectation of employment other than at-will. *[If Version B of Policy DHA has been adopted, which permits classified employees to obtain career status, this section is hereby deleted.]*

### **Job Descriptions—**

The Board shall adopt policies specifying the duties of each of its classified positions of employment. The Board shall assign positions of employment to meet the specific needs of the District.

[Utah Code § 53A-3-402 \(2016\)](#)

### **Benefits for Employees Hired after July 1, 2013—**

Unless otherwise defined by District policy or negotiated agreement and subject to Federal law, a classified employee hired on or after July 1, 2013:

1. may be required to work twenty (20) hours or more in a regular work week; and
2. may be exempt from receiving benefits normally provided to classified employees.

[Utah Code § 49-12-102\(5\)\(c\) \(2016\)](#)