

**Certified Personnel—**

The Board shall employ certified personnel by a written contract that sets forth the terms and conditions of employment. The length or term of the contract shall not exceed five years. All such contracts shall be in writing, and shall embody the terms and conditions of employment. Nothing in the terms of the contract shall restrict the power of the Board to terminate the contract for cause at any time. The Board may not enter into a collective bargaining agreement that prohibits or limits individual contracts of employment. Contracts for hiring or rehiring of personnel shall be valid only if entered into by the Board.

*Utah Code Ann. § 53A-3-411*

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**Property Interest—**

A certified employee's contract of employment with the District creates a property interest in the position only for the period of time stated in the contract. Such a contract creates no property interest of any kind beyond the period of time stated in the contract.

*Perry v. Sindermann, 92 S. Ct. 2694 (1972)*

*Board of Regents of State Colleges v. Roth, 92 S. Ct. 2701 (1972)*

**Benefits for Classified 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 20 or more hours in a regular week, but less than 30 hours, and
- 2) may be exempt from receiving benefits normally provided to classified employees.

Utah Code Ann. § 49-12-102(5)(c) (2017)

**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 Ann. § 53A-3-402 (2017)*