

AN ACT

To amend chapter 168, RSMo, by adding thereto four new sections relating to noncertificated school employees.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF MISSOURI, AS FOLLOWS:

Section A. Chapter 168, RSMo, is amended by adding thereto four new sections, to be known as sections 168.710, 168.712, 168.714 and 168.716, to read as follows:

168.710. For the purposes of sections 168.710 to 168.716, the following terms mean:

- (1) "Board", the board of education of the school district;
- (2) "Employee", any person hired by a school district except certificated teachers, superintendents, and principals;
- (3) "School district", any urban or seven-director school district.

168.712. 1. All employees of a school district shall be appointed and promoted pursuant to rules and regulations adopted by the board. Such rules and regulations shall be consistent with the provisions of sections 168.710 to 168.716.

2. All employees shall be appointed by examination and promoted by length and character of service. Examinations shall be pursuant to rules and regulations adopted by the board.

168.714. The board shall adopt, by rule, a probationary period for all employees. During the probationary period, any

probationary employee whose work is found to be unsatisfactory shall be furnished a written statement by the immediate supervisor of the employee, setting forth the nature of the unsatisfactory work and a copy shall be filed in the employee's personnel file. If improvement satisfactory to the immediate supervisor is not made within one month after the receipt of the statement, the probationary employee shall be discharged.

168.716. All permanent employees shall receive the same due process for removal afforded to certificated teachers.