

Policy Code: 7105 Dual Employment

PURPOSE: To define the requirements of dual employment

The Franklin County Board of Education recognizes the importance of providing adequate transportation for the children and youth of this county. It is the responsibility of the Franklin County Schools Transportation Department to maintain an adequate number of bus drivers and substitute bus drivers for the effective and efficient operation of the bus transportation system.

The Board of Education may enter into an agreement with a classified employee to create a "dual employment position" whereby the employee serves a dual role during the school day (such as cafeteria/bus driver, teacher assistant/bus driver, etc.). When an employee enters into such an agreement for a position, failure to maintain appropriate licensure or certification, failure to fully perform or any refusal to fully perform the assigned duties in either assigned areas will result in dismissal from both components of the dual position.

An employee may not resign one portion of the agreed upon position without resigning the other portion, unless special permission is granted by the superintendent. Serving as a bus driver/substitute bus driver is an essential job function of the dual employment position.

School based classified employees that enter a dual employment agreement that do not have the proper licensure or certification requirements must complete all the requirements to obtain the proper licensure or certification within ~~a two consecutive class rotations maximum~~ **ninety days of beginning employment with Franklin County Schools**. Failure to obtain the proper licensure or certification within the maximum time frame will result in the termination of employment from Franklin County Schools unless extenuating circumstances are validated.

The superintendent or designee will ensure that any employee contract or job description for a dual employment position contains the provisions of this policy and lists both positions as essential job functions.

Legal References: The Fair Labor Standards Act of 1938, as amended, [29 U.S.C. 201](#), *et seq.*; [G.S. 115C-36](#)

Cross References:

Adopted: 04/13/2015

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Revised: