

ARTICLE IV

PERSONNEL

4.10 PERSONNEL POLICIES

This Article is intended to cover specific benefits and working conditions for all employees. In situations where employees belong to an organization that has a negotiated agreement with the Board of Education that covers any of the items in this Article, such agreements shall prevail. Otherwise, employees will be governed by the following:

4.20 GOALS

The personnel employed by the District constitute the most important resource for effectively conducting a quality learning program. Important contributions to a successful education program are made by all staff members. The District's program will function best when it employs highly qualified personnel, conducts appropriate staff development activities, and establishes policies and working conditions which are conducive to high morale and which enable each staff member to make the fullest contribution to District programs and services.

The goals of the District's personnel program shall include the following:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection which will result in employing the best available candidates, i.e., those with highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the District's learning program.
2. To develop general deployment strategy for greatest contribution to the learning program, and to utilize it as the primary basis for determining staff assignments.
3. To develop a climate in which optimum staff performance, morale, and satisfaction are provided.
4. To provide positive programs of staff development designed to contribute both to improvement of the learning program and to each staff member's career development aspirations.
5. To provide for a genuine team approach to education, including staff involvement in planning, decision making, and evaluation.
6. To provide attractive compensation and benefits, as well as other provisions for staff welfare.
7. To develop and utilize, for personnel evaluation, positive processes which contribute to the improvement of both staff capabilities and the learning program.