

4000 GENERAL HUMAN & COMMUNITY RESOURCES & RELATIONS POLICY

Personnel employed by the School District constitute the most important resource for effectively conducting a quality learning program. The goals of the School District's program for Human and Community Resources and Relations shall be:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection which will result in employing the best available candidates.
2. To establish conditions which will attract and retain, for all positions, the highest qualified personnel who will devote themselves to the education and welfare of all pupils.
3. To develop general employment strategies consistent with collective bargaining agreements for maximum contribution to the learning process and to utilize them as the primary basis for determining staff assignments.
4. To develop a climate in which optimum staff performance, morale, and satisfaction are produced.
5. To provide guidelines for compensation and benefits as well as other provisions for staff welfare.
6. To develop and utilize personnel evaluation processes which contribute to the improvement of both staff capabilities and the learning program.
7. To propagate a vigorous and planned effort to encourage all employees regardless of race, creed, color, national origin, age, physical impairment, or sex to find vital, satisfying, and productive job fulfillment at all levels of the organization.

Human and Community Resources and Relations policies shall apply to all employees of the School District and are limited in their application only as collective bargaining agreements may contain provisions differing from the policies.

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