

4045 RECRUITMENT, SELECTION, AND ASSIGNMENT OF PROFESSIONAL PERSONNEL

1. Recruitment and selection of staff shall be the responsibility of the Superintendent of Schools.
2. Excellence of educational preparation, appraisal of professional ability and likelihood of future development, general suitability for the particular position to be filled, the ability to relate effectively to students from a diverse population and employment and assignment goals for protected class employees shall be the most important criteria.

General suitability shall be appraised in terms of character, professional attitude, enthusiasm, ability to communicate, special competencies related to the position, and personal motivation. Qualifications, and not patronage or nepotism, shall determine who shall be employed.

3. The School District shall not discriminate in favor of or against applicants or employees because they are related by blood or marriage to employees of the School District.
4. Consistent effort shall be made to keep the faculty of each school and the School District reasonably balanced taking into consideration:
 - a. colleges or universities providing education/training
 - b. experience in professional education
 - c. spread of ages
 - d. gender
 - e. racial backgrounds
 - f. job market supply and demand
5. All starting salaries and wages shall be set in accordance with the established salary schedules.

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01-09-1979

03-11-1980

03-10-1987

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