

## **4135 CLASSIFIED PERSONNEL**

### Recruitment, Selection, and Appointment

1. Recruitment and selection of classified staff shall be the responsibility of the Superintendent.
2. Those candidates best qualified for a position will be selected for permanent positions. Appropriateness 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 and with sensitivity to students and staff from a diverse population, and employment and assignment goals for protected class employees shall be the most important criteria. 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. All starting salaries and wages shall be set in accordance with the established wage and salary schedules.

Adopted: 03-14-1989 ISD 709

Revised: 06-20-1995 ISD 709