

**CAMBRIAN SCHOOL DISTRICT**  
**Board Policy**

**Policy 4311.1**  
Adopted: March 25, 2002  
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**PERSONNEL**

**Posting of Management/Confidential Employee Vacancies**

When a vacancy exists, preference shall be given to personnel currently employed by the District; provided that the professional training, experience, recommendations, ability, and other characteristics are equal to or better than qualifications of other applicants.

All new positions will be advertised district wide. When positions are created notice shall be posted at all work locations of at least five (5) working days prior to any action being taken to fill the position. The notice shall include a summary description of the duties of the position, the minimum requirements necessary, and salary and work hours.

Applicants will be considered on the basis of experience and knowledge regarding the positions to be filed, seniority, and leadership qualities.