

## **STAFF TREATMENT, COMPENSATION AND EVALUATION**

The superintendent shall not fail to ensure that staff is treated with respect and dignity and that the district's public image or credibility does not fall into disrespect or ill repute due to imprudent employment decisions.

1. The superintendent shall not fail to take all reasonable and prudent actions with respect to the hiring and continued employment of district employees that are typical for similar and highly effective school districts.
2. The superintendent shall not fail to:
  - a. ensure all staff are qualified and effective;
  - b. provide appropriate training for all employee classifications required by law; and
  - c. provide an affirmative (or negative) statement the following actions have been taken:
    - i. maintain salary schedules for all employee classifications comparing district salary and benefits relative to appropriate comparable districts;
    - ii. maintain a system to evaluate all employees, provide written improvement plans and monitor employee improvement; and
    - iii. make continuous improvement towards hiring and retention of under-represented minority teachers and support personnel in classrooms and supervisory/administrative positions, to better reflect the ethnic makeup of our district's students.

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| Adopted:            | 9/10/2009                                                        |
| Previous Revisions: | 4/18/2013 (combining EL-4, EL-5, & EL-6); 6/26/2014;<br>3/9/2017 |
| Updated:            | 4/17/2019                                                        |