

Staff Hiring, Treatment, Compensation and Evaluation

EL-4

With respect to treatment of staff, the superintendent shall ensure that staff members are treated with respect and dignity. With respect to employment compensation and benefits for employees, the superintendent shall employ the highest quality staff at the most reasonable cost to the district and recommend for board approval, salary schedules that represent fair, competitive compensation for employees. With respect to evaluation of employees, the superintendent shall implement an evaluation system that measures employee performance in terms of achieving and complying with the Board's policies.

Accordingly, the superintendent shall effect:

- 1) A working environment for staff that is safe, civil and otherwise conducive to teaching and learning;
- 2) Hiring practices that implement the district's affirmative action plan and ensure reasonable background inquiries of employees and volunteers;
- 3) Familiarity of the staff with this policy and personnel policies that, among other things, provide effective handling of grievances and protect against discrimination, harassment and other mistreatment;
- 4) Employee access to the Board when administrative grievance procedures are exhausted and the employee alleges that district policy has been violated;
- 5) Safe handling of confidential information; and
- 6) Administration of an evaluation system that: improves instruction; accurately and completely measures and documents performance of all employees; encourages professional growth; and links employee performance with multiple measures of targeted outcomes.

Adopted: July 10, 2019
Monitoring Method: Internal Report
Monitoring Frequency: Annually in June