

# PERSONNEL PRACTICES

## Background

The District recognizes that a dynamic and efficient staff dedicated to their work is necessary to maintain and constantly improve the District's educational program. The District is interested in its employees as individuals and recognizes its responsibility for promoting their general welfare.

## Procedures

1. The District's specific personnel practices are:
  - 1.1. To recruit, select, retain, and promote the most suitable people to staff the schools;
  - 1.2. To develop and manage a staff compensation program that will be fair and rewarding to all employees;
  - 1.3. To provide professional growth programs to support employee performance and development;
  - 1.4. To evaluate employee performance;
  - 1.5. To develop the quality of human relationships necessary for high staff morale and performance;
  - 1.6. To utilize staff resources effectively and efficiently;
  - 1.7. To ensure that personnel functions as listed above are undertaken in keeping with the District's commitment to equal employment opportunity.

Reference: Sections 22, 65, 85 School Act

Adopted: October 18, 1982

Revised: September 1994; September 24, 2018