

ROLE OF AND GUIDING PRINCIPLES FOR PERSONNEL

This series of the board policy manual is devoted to the board's goals and objectives for personnel in the performance and benefits of the job. School district personnel provide an important service for the students of the school district community. Personnel may be teaching or assisting in the classroom, working in the office, maintaining the facilities, driving or repairing the school buses, or cooking lunches. Each school district employee plays a vital role in providing an equal opportunity for a quality education for students commensurate with their individual needs. While the teachers have the most direct impact on the formal instruction of students, all school district personnel have an impact on the school environment by the employee's dedication to work, the employee's actions and the employee's manners. As role models for the students, school district personnel shall strive to promote a cooperative, enthusiastic, and supportive learning environment for the students.

In striving to achieve a quality education program, the board's goal will be to obtain and retain qualified and effective school district personnel. The board shall have complete discretion to determine the number, the qualifications, and the duties of the positions and the school district's standards of acceptable performance. It shall be the responsibility of the superintendent to make recommendations to the board in these areas prior to board action.

Board policies in this series relating to general personnel shall apply to school district personnel regardless of the position as licensed or support personnel. Board policies relating to licensed personnel shall apply to positions that require a teaching or administrative certificate unless administrative positions are specifically excluded from the policy. Support personnel policies included in this series shall apply to positions that do not require a teaching or administrative certificate.

The board recognizes the right of employee groups to organize under Chapter 20 Code of Iowa for the purposes of collective bargaining. Except when a specific provision governing the employment relationship has been negotiated or is a result of a meet and confer session, all employees will be governed by the policies of the board and the administrative procedures, rules and practices.

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