

Staff Hiring and Treatment Monitoring Report

June 27, 2022

SL3 Staff Hiring and Treatment

Whereas, the Board expects only the highest quality personnel to be hired, and further expects teachers, staff and volunteers to be treated with dignity and respect;

The Superintendent may not:

1. Hire any paid personnel without conducting required background inquiries and checks or utilize services of any volunteers without making background checks.
** Background checks have been done on all hires.*
2. Fail to recommend only highly qualified candidates to the Board for staff appointment.
** This has become an enormous challenge. We vet all candidates we recommend to the board however the measures we use to determine qualifications are different due to the available pool of candidates we are able to recruit.*
3. Fail to aggressively recruit and retain a qualified and diverse staff.
** We recruit constantly for open positions and work to retain as much qualified staff as possible.*
4. In the absence of a collective bargaining agreement, operate without written district personnel policies or procedures which:
 - a) Clarify personnel rules and procedures for staff.
 - b) Provide for effective handling of complaints.
 - c) Include adequate job descriptions for all staff positions.
 - d) Include Board-approved salary and compensation plans that comply with state law.
 - e) Include an effective personnel performance-evaluation system.
 - f) Establish procedures for reductions in force.
 - g) Protect against sexual harassment.
 - h) Protect against discrimination based upon age, sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or mental, emotional or learning disability.** The district's employee handbook has been followed. Most items listed are included in the handbook. Job descriptions are kept in the district office. Any changes to job descriptions are approved by the board.*
5. Prevent staff, not covered by a collective bargaining agreement, from appealing to the Board when the staff member alleges that Board policy has been violated.
** No such occurrence.*
6. Fail to protect confidential information.
** No such occurrence.*
7. Fail to honor the terms of negotiated agreements.
** No such occurrence.*
8. Fail to provide administrative policies defining staff ethics, staff conflicts of interest, and expected staff conduct.
** No such occurrence.*