

Staff Hiring and Treatment Monitoring Report July 22, 2013

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 were completed on all new hires.*
2. Fail to recommend only highly qualified candidates to the Board for staff appointment.
** Extensive searches were completed on all new hires.*
3. Fail to aggressively recruit and retain a qualified and diverse staff.
** Extensive searches were completed on all new hires.*
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 Handbooks are followed.*
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 that I am aware of..*
6. Fail to protect confidential information.
** No such occurrence that I am aware of.*
7. Fail to honor the terms of negotiated agreements.
** No such occurrence that I am aware of.*
8. Fail to provide administrative policies defining staff ethics, staff conflicts of interest, and expected staff conduct.
** No such occurrence that I am aware of.*

SL 14 Extra-Curricular Program Monitoring Report
June 26, 2007

SL14 Extra-Curricular Program

Whereas, the Board expects the district extra-curricular and athletic programs to enrich learning and to foster emotional, intellectual and physical growth:

The Superintendent may not:

1. Fail to ensure that the program avoids gender, ethnic, socioeconomic and cultural bias.
** DPI Accepted equity report on file.*
2. Fail to ensure that the program includes opportunities for students to develop talents and interests in a variety of areas.
** All programs continuing in operation.*
3. Fail to ensure that all programs, including content and practice, are regularly evaluated and modified as necessary to assure their continuing effectiveness.
** AD evaluates and coaching decisions made on those evaluations.*
4. Fail to ensure that students are informed of the opportunities available.
** All students are regularly informed through announcements, handbook.*
5. Fail to ensure that all staff members are qualified and trained to perform the responsibilities assigned to them.
** All coaches hired after significant search.*
6. Fail to ensure that all staff members are evaluated in terms of their performance and responsibilities to programs assigned to them.
** AD working on developing a plan for evaluation.*
7. Fail to ensure that students meet eligibility criteria for participation.
** No such occurrences that I am aware of.*
8. Fail to ensure the district is protected from liabilities from such activities.
** No such occurrences that I am aware of.*
9. Add or eliminate an extra-curricular program without approval of the board.
** No such occurrences that I am aware of.*