

# Series 400 – Employees

Policy Title: STATEMENT OF GUIDING PRINCIPLES FOR EMPLOYEES

Policy Code No. 400

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All employment positions will be created with the approval of the Board of Directors. Before a new position is created, the Superintendent will present a job description, including qualifications, responsibilities, supervision, and evaluation, to the Board of Directors.

In order to provide the best possible educational program, it is the goal of the Board of Directors to recruit and retain the highest caliber of certified and classified staff available. The Board of Directors will appoint all employees at its discretion, with the recommendation of the Superintendent or designee.

A position may remain unfilled or vacant for a period of time, but only the Board of Directors has the authority to abolish a position.

The Board of Directors recognizes its duty to bargain collectively with any duly certified employee organization.

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Legal Ref.: Iowa Code Sections 20.1; 20.14; 20.16  
Iowa Administrative Code 670-3.4 (257); 670-12.25 (281);  
670-35.42 (259)

Cross Ref.: