

POLICY #7100

PERSONNEL POLICIES AND PRACTICES (GENERAL)

GOALS

The Surrey Board of Education believes that school district personnel policies and practices authorized by the School Act should recognize the contribution that personnel make towards the effective operation of the school system; the rights, responsibilities and obligations both of personnel as employees and the district as an employer; and the desirability of promoting effective employer-employee relationships.

OBJECTIVES

The spirits and intent of all statutes, agreements and other formal understandings regarding personnel practices will be recognized and followed by both management and staff.

Where compliance with a statute, agreement, formal understanding or personnel policy requires interpretation, management will develop regulations and/or procedures.

Subject to requirements and administration of statutes, agreements or formal understandings, personnel practices will treat all personnel equitably.

Wherever practicable, the immediate supervisor(s) concerned will be responsible for the selection, assignment, evaluation and, when necessary, the discipline or termination of employees.

Where board confirmation of the application of a personnel practice is required by statute, agreement or formal understanding, an administrative report is to be filed with the board, at least annually, for ratification of actions taken.

Adopted: 1990-06-14