

**Policy 400: Statement of Guiding Principles**

**Status:** ADOPTED

**Original Adopted Date:** 03/01/1989 | **Last Reviewed Date:** 09/01/2021

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 personnel at its discretion, following the recommendation of the Superintendent.

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

A position may remain unfilled or vacant for a period of time, but only the Board 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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