

# Vernonia School District 47J

Code: **GA**  
Adopted: 6/12/08  
Orig. Code(s): GA

## Personnel Policy Goals

The Board will provide personnel policies as required and direct the superintendent to develop and recommend personnel policies for adoption by the Board. Policies shall be consistent with Oregon statutes and rules and shall not otherwise be included in collective bargaining agreements. The superintendent or designee shall follow these policies in developing administrative regulations and procedures for the management of personnel matters.

At least one copy of the Board's policy manual shall be placed in each school's library and business office and shall be available for inspection by members of the staff and the public during regular office hours.

The superintendent shall make sure that each employee is specifically informed of the existence and availability of these policies, regulations and procedures.

The Board's specific personnel goals are to:

- Recruit, select and employ the best qualified personnel to staff the school system;
- Provide staff compensation and benefits programs sufficient to attract and retain qualified employees;
- Provide an in-service training program for all employees to improve their performance;
- Conduct an employee evaluation program that will contribute to the continuous improvement of staff performance;
- Assign personnel so as to ensure they are used as effectively as possible;
- Develop and maintain the morale necessary to obtain maximum staff performance and satisfaction.
- Ensuring equivalence among schools in staff; teachers; administrators and other staff.

END OF POLICY

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### Legal Reference(s):

[ORS 332.505](#)  
[ORS 342.850](#)

[OAR 581-022-1720](#)