

POLICY 430 - RECRUITMENT AND SELECTION

I. PURPOSE

The purpose of this policy is to promote the recruitment and retention of a highly skilled and diverse workforce that supports the needs of all students and aligns with the mission of the school district.

II. SELECTION OF CANDIDATES

- A. Candidates for employment in the District will be selected on the basis of their education/training background; successful work experience; and skills/knowledge required for the position.
- B. Candidates for employment should be expected to convey cultural competency and work/educational/life experiences that align with the diverse student population and communities served by the school district.
- C. Candidates must be in possession of any required license or be prepared to acquire such licenses within legal and/or reasonable time limits as a condition of employment.
- D. The school district will not discriminate against candidates for employment on the basis of the candidate's protected status as defined by the Minnesota Human Rights Act.
- E. Consistent with applicable collective bargaining agreements, the school district will provide reasonable opportunities for qualified employees to compete for open positions within the school district.

III. RECRUITING AND RETENTION EFFORTS

- A. The school district will implement recruitment strategies to attract and hire a workforce that reflects the diversity of the student population.
- B. The school district will implement appropriate programs, including mentoring programs, that limit or reduce attrition of a diverse workforce.

IV. HIRING

- A. The superintendent will recommend all personnel to the School Board for employment. The School Board will approve employment of all personnel.

Policy Revised: 1/28/2020

Policy Revised: 5/20/86

Policy Adopted: 7/10/72

Policy 430 Adopted: 3/2/99

(formerly Policy 4111&4211)

School Board

INDEPENDENT SCHOOL DISTRICT 279

Maple Grove, Minnesota