

ARTICLE 4: PERSONNEL

Concepts and Roles in Personnel

Introductory Statement

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The board of education of Gage County School District No. 34 believes that a capable, well trained, and student-oriented staff is of prime importance in maintaining a quality-learning environment. To that end, the board of education endorses hiring procedures, which involves a competitive interview process and will insure that the best personnel available will be employed. The school district will participate in staff development and evaluation practices, which will maintain quality employees.

The superintendent of schools shall be responsible for keeping the board of education appraised of all recruitment, hiring, assignment, evaluation, staff development, and termination procedures. All new personnel assignments and reassignments will be reported by the superintendent of schools to the board of education at the next regular monthly meeting of the board of education. Such actions shall be subject to a majority vote of the board of education.

No board member shall vote on the hiring or reemployment of an individual employee who is related to said board member by blood or marriage. However, a board member may vote on the hiring or reemployment of a group of teachers notwithstanding the fact that one person within that group may be related by blood or marriage.

For the purpose of Gage County School District No. 34 and these school board policies blood relative shall mean a person related to an individual, including the following:

- I. The spouse of the individual.
- II. A brother, brother-in-law, sister, or sister-in-law of the individual.
- III. An ancestor or lineal descendant, to the third degree, of the individual or the individual's spouse.
- IV. Any other relative, by blood or marriage, of the individual or the individual's spouse who shares the same home as the individual. (Taken from the Nebraska Uniform Commercial Code, dated July 1, 2001.)

Throughout this article and all school board policies the reference to classified personnel shall refer to any employee who is not required to hold a teaching certificate or is not actively assigned to teaching students. It shall include, but not be limited to custodians, grounds keepers, school lunch personnel, teacher aides, secretaries, etc. The use of the term certified employee shall include all employees that are required to have a teaching certificate and/or an endorsement to teach. The term shall include the superintendent, high school principal, school nurse, all teachers, and the guidance counselor.

Legal Reference:

§79-501

District Boards, Hiring of Superintendent,
Teachers and Personnel.

§79-818

District Board, Employment of Teachers and
Administrators, Prohibitions.