

Concepts and Roles in Personnel

The personnel policies of a school system are an essential part of the program and philosophy of public education in a community. The Madison Board of Education has a responsibility to develop and maintain personnel policies that are consistent in nature and reflect the educational goals of the district.

Through its personnel policies, the Board of Education seeks to attract and hold the highest qualified personnel for all positions who will devote themselves to the education and welfare of the students. By effectively carrying out their duties, all staff significantly contribute to the over-riding goal of facilitating student learning.

Policy development related to personnel must be approached with an attitude of mutual faith and good will. Therefore, the Board of Education encourages the cooperation and participation of the employees' organizations and administration in the formulation of personnel policies and procedures where appropriate.

Provisions for the implementation of adopted personnel policies should include channels of communication and procedures for the handling of professional and ethical problems, through which staff members or groups affected may voice their opinions.

The Superintendent shall establish the necessary procedures to maintain effective personnel policies and administrative regulations.

Date Adopted: October 15, 1991