

# Beaverton School District 48J

Code: **GBAA**  
Adopted: 3/10/97  
Orig. Code(s): GBAA

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## Positive Employee Relations

The Board is committed to the goal of establishing positive relationships which demonstrate respect for and dignity of the individual and enhance the individual's contribution to the district.

We believe that our primary mission is to provide the best possible education for students through the contributions of all employees.

We believe that the dignity, respect, identity and contribution of each employee is enhanced by a positive working climate and by recognition of individuals and groups.

We recognize employees as individuals with different interests, abilities, needs and values and the importance of opportunities for personal development and advancement consistent with the individual's abilities and interests and the district's mission.

We believe that compensation systems and benefit programs that are cooperatively developed attract and retain competent people, encourage superior performance and provide fair and equitable remuneration based upon the requirements of each position.

We encourage employees to take part in the decision-making process by providing opportunities for involvement and by being sensitive to the ideas and attitudes expressed by employees.

We believe that adherence to these principles will support the efforts of the Board and employees to fulfill the educational needs of our children and community.

**END OF POLICY**

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### **Legal Reference(s):**

ORS332.107

Corrected 6/07/17