

## ~~9035 — HUMAN AND COMMUNITY RESOURCES AND RELATIONS COMMITTEE~~

The function of the Human and Community Resources and Relations Committee will be to make recommendations to the School Board regarding:

- ~~1. Selection and appointment of employees.~~
- ~~2. Employee relations matters.~~
- ~~3. Human and Community Resources and Relations policies and procedures.~~

Typical Activities:

- ~~1. Direct and monitor representatives of the School District in the conduct of negotiations with employee groups under the Minnesota Public Employee Labor Relations Act and other applicable state and federal laws.~~
- ~~2. Periodically report to the School Board on the progress of negotiations and make recommendations for acceptance of tentative agreements.~~
- ~~3. Upon recommendation of the Superintendent, recommend to the School Board of appointment, reappointment, or termination of employees of the School District below the level of Superintendent in conformity with state and federal statutes and regulations, Civil Service rules and School Board policy and working agreements with employee groups.~~
- ~~4. Direct the development and maintenance of a performance evaluation system for all employees of the School District.~~
- ~~5. Make recommendations to suspend, demote, or discharge an employee for cause in conformity with applicable state and federal laws.~~
- ~~6. Periodically review the 4000 series of the School District Policy Manual and make recommendations for amendments or revision of policies in conformity with state and federal laws.~~
- ~~7. Evaluate, review, and recommend changes to the affirmative action policy and program of the School Board.~~
- ~~8. Review and make recommendations regarding staff organization, structure, and relationships.~~
- ~~9. Periodically review and recommend purchase and management of employee benefits.~~
- ~~10. Assess needs and recommend staff development programs.~~
- ~~11. Secure legal advice and consultation as necessary.~~

**~~Legal References:~~** ~~MSA 123.33-123.36~~

~~Adopted: 06-09-1970 ISD 709~~

~~Revised: 08-08-1976~~

~~03-12-1991~~

~~06-20-1995 ISD 709~~

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