

PROPOSED REVISIONS

PERSONNEL DUTIES	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
POSTING VACANCIES	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
APPLICATIONS	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.
EMPLOYMENT OF CONTRACTUAL PERSONNEL	<p>The Board delegates to the Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.</p> <p>The Board retains final authority to employfor employment of contractual personnel. [See DCA, DCB, DCC, and DCE as appropriate]</p>
EMPLOYMENT OF NONCONTRACTUAL PERSONNEL	<p>The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis, except as provided in this policy. [See DCD]</p> <p>The Board retains authority to employ and dismiss any employee who serves on an at-will basis and is related to the Superintendent in any prohibited degree, as defined by the nepotism law.</p>
EXIT INTERVIEWS AND EXIT REPORTS	An exit interview shall be conducted, if possible, and an exit report shall be prepared for every employee who leaves employment with the District.

PROPOSED REVISIONS

CALCULATION

The District shall include in the calculation of class rank grades earned in all high school credit courses regardless of when the credit was earned, unless excluded below.

EXCLUSIONS

The calculation of class rank shall exclude grades earned in local credit courses, **and** pass/fail courses, ~~and physical education courses beyond the first two credits.~~

In addition, the calculation of class rank shall exclude grades earned through distance learning, unless the grade is earned in a distance learning course either assigned to the student by the District or offered as a course option along with traditional District courses.

END-OF-COURSE ASSESSMENT SCORES

The District shall not include scores from end-of-course (EOC) assessments in calculations for class rank.

WEIGHTED GRADE POINT AVERAGE (GPA)

The District shall convert semester grades **to grade** points and shall calculate a weighted GPA in accordance with the following chart:

Grade	AP/Dual Credit	All Other Courses
100	4.5	4.0
99	4.4	3.9
98	4.3	3.8
97	4.2	3.7
96	4.1	3.6
95	4.0	3.5
94	3.9	3.4
93	3.8	3.3
92	3.7	3.2
91	3.6	3.1
90	3.5	3.0
89	3.4	2.9
88	3.3	2.8
87	3.2	2.7
86	3.1	2.6
85	3.0	2.5
84	2.9	2.4
83	2.8	2.3

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

Grade	AP/Dual Credit	All Other Courses
82	2.7	2.2
81	2.6	2.1
80	2.5	2.0
79	2.4	1.9
78	2.3	1.8
77	2.2	1.7
76	2.1	1.6
75	2.0	1.5
74	1.9	1.4
73	1.8	1.3
72	1.7	1.2
71	1.6	1.1
70	1.5	1.0

TRANSFERRED
GRADES

When a student transfers grades for properly documented courses, the District shall assign weight to those grades based on the categories and grade weight system used by the District if the same courses are offered to the same class of students in the District.

Students transferring into the District shall receive the numerical grades that were earned in courses at another school. Letter grades shall be recorded as follows:

Conversion Scale

A+	98
A	95
A-	92
B+	88
B	85
B-	82
C+	78
C	75
C-	72
D	70

LOCAL GRADUATION
HONORS

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank at the end of the fifth six-week grading period of the senior year. The av-

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

average of the fourth and fifth six-week grades shall be used as the semester grade for this purpose.

For the purpose of applications to institutions of higher education, the District shall also calculate class ranking as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class ranking for the purpose of automatic admission under state law. [See EIC(LEGAL)]

VALEDICTORIAN
AND SALUTATORIAN

The valedictorian and salutatorian shall be the eligible students with the highest and second highest ranking, respectively. To be eligible for such recognition, a student must:

1. Have been continuously enrolled in the District high school for the four semesters immediately preceding graduation;
2. Have completed the Recommended Program or the Advanced/Distinguished Achievement Program for graduation;
3. Be graduating after exactly eight semesters of enrollment in high school; and
4. Have taken six courses during the final year before graduation.

BREAKING TIES

In case of a tie between two students in weighted GPAs after calculation to the thousandths place, the District shall recognize both students involved in the tie as sharing the honor and title.

For a tie between more than two students, the District shall compute the GPAs to a sufficient number of decimal places to break the tie.

HONOR
GRADUATES

The District shall recognize as an honor graduate each student who has maintained a 90 grade average or better.