



Operations Work Group Draft Handbook Presentation

September 21st, 2015

Agenda

- **Overview Purpose and Process**
- **Review Superintendent Recommendation**
- **Annual Review**
- **Next Steps**
- **Q & A**

Strategic Framework

Priority: Thriving Workforce

“To cultivate a work environment that attracts, develops and retains top talent”



Process Overview

- Purpose of a Handbook
- Process for Development
 - Guiding Principles
 - Table of Contents
 - Sub Committees
 - Oversight Group



Superintendent's Recommendation

Item	Superintendent Recommendation	Rationale/Employee Concern
Job Transfer for all support units	<p>The District has the right to determine and select the most qualified applicant for any position. The term applicant refers to both internal and external candidates for the position.</p>	<p><u>Rationale:</u> It is essential that the District has the ability to hire the most qualified candidate for any vacant position—whether an internal candidate or an external candidate.</p> <p><u>Employee Concern:</u> The existing promotional system already grants a high degree of latitude in selecting candidates, including hiring from the outside where there are not qualified or interested internal applicants. It also helps to develop a cadre of dedicated, career-focused employees.</p>

Annual Review

- **Staff will provide ongoing feedback throughout the school year**
- **Review Committee will meet annually, as needed, to review any proposed revisions to the Handbook**
- **Revisions will be forwarded by the Superintendent to the Board for final approval**

Next Steps

- **CBA's will remain for the 2015-2016 School year**
- **The Handbook will be launched/ implemented for the 2016-2017 school year**
- **Joint Communication Plan**
- **Supervisor Orientation to the Handbook**

