

The personnel policies of a school district are an essential part of the program of public education in a community. The philosophy of a school district and the community is generally reflected in these policies.

Through its personnel policies, the Pojoaque Valley Schools Board of Education (“Board”) wishes to establish conditions that will attract and hold the highest qualified personnel who will devote themselves to the education and welfare of our students.

The Board wishes to attract and retain personnel in the District who are motivated to do their best work and conduct themselves professionally, adhering to the Code of Ethics at all times. The Board does not wish to retain personnel who require external or administrative pressures to do a merely satisfactory job.

The Board encourages cooperative efforts by the administration and employees in the development of personnel policies and regulations. 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 all persons or groups affected may voice their opinion.

To keep its personnel policies and the corresponding regulations in the highest state of effectiveness to achieve the above purposes, the Superintendent is directed to establish the procedures needed.