



TITLE: COMPENSATION, DEVELOPMENT, EVALUATION, & TREATMENT OF EMPLOYEES

With respect to compensation and benefits for employees, the Superintendent shall not fail to employ the highest qualified staff at the most reasonable costs to the district, nor jeopardize the fiscal integrity or public image of the district. With respect to evaluation of employees, the Superintendent shall not fail to develop an evaluation system that complies with Oregon laws and district policies and measures employee performance in terms of achieving the Board's Ends. With respect to the treatment of employees, the Superintendent shall not cause or allow any practice, activity, decision, or organizational condition that is unlawful, unethical, unsafe, imprudent, discriminatory, or in violation of commonly accepted business and professional ethics and practices, collective bargaining agreements, or Board Policies.

Accordingly, the Superintendent shall not fail to:

1. Establish policies and procedures to assure an organizational culture that aligns with the following values:
 - a. A shared commitment to the best interest of students.
 - b. Develop an inclusive and welcoming program for existing teachers and staff that includes training in cultural competence in an effort to fulfill Bend-La Pine Schools' employee value proposition.
 - c. Open, honest, and effective communication in all written and interpersonal interactions.
 - d. Respect for others and their opinions that models civil discourse.
 - e. Intentional elevation of underrepresented voices.
 - f. Focus on common organizational goals as expressed in the Board Ends and policies.
 - g. Commitment to the integrity and positive image of the district, its leaders, and staff.
 - h. Recognition of innovative and outstanding work.
2. Use a well-defined system to internally develop, externally recruit, and then retain the most highly qualified and best-suited candidates for employment, in alignment with Board Ends, including:
 - a. Recruitment, hiring, and retention practices that yield the highest quality staff, which by definition includes workplace diversity reflective of students and families, at a minimum, and aspirationally of the nation.
 - b. Pipeline programs across sectors that promote full staffing and balanced representation by gender, race/ethnicity, and sexual orientation.
3. Provide ongoing professional development for staff in all classifications that is:
 - a. Is aligned with best practices.
 - b. Includes job-embedded coaching.
 - c. Informs, develops, and promotes cultural competence, awareness of systemic bias and racism, and the ability to interrupt patterns of oppression.
4. Prepare staff to deal with emergency situations.
5. Ensure that programs are regularly measured, evaluated, and modified as necessary to assure their continuing effectiveness for staff overall, and in each disaggregated subgroup.

Regarding compensation and the treatment of staff, the Superintendent shall not fail to:

1. Limit terms of financial obligations to reasonably projected revenues.
2. Invite Board member participation in contract negotiations with all employee groups.

Regarding evaluation of staff, the Superintendent shall not fail to:

1. Develop and administer an evaluation system for all employees that links performance with continued employment.

END OF EXECUTIVE LIMITATION

BOARD END / GOAL: 4

ORIGINAL ADOPTION DATE: 6/20/2023

UPDATED:

MONITORING METHOD: Report to Board

MONITORING FREQUENCY: Annually

*2023 REVISION CONSOLIDATES PREVIOUS EL'S: 4 – Treatment of Staff, 5 – Staff Compensation & Development, 6 – Staff Evaluation & 13 – Equity & Anti-Racism

POLICY / REGULATION CROSS REFERENCE

[Policy / Regulation G: Personnel](#)

LEGAL REFERENCE