

PERSONNEL
EQUAL OPPORTUNITY EMPLOYMENT

I. SELECTION OF CERTIFIED AND NONCERTIFIED STAFF MEMBERS

Selection of staff is the most important factor in determining the quality of the school experience for students in the Bemidji Area Schools. Maximum effort shall be made to procure the best possible staff members within the financial resources of the school district. (See Administrative Procedures for Licensed and Nonlicensed staff.)

A. Equal Employment Opportunity

It is the policy of the Bemidji Area Schools to comply with federal and state law prohibiting discrimination and with the requirements imposed by or pursuant to regulations issued thereto, to the end that no person in the Bemidji Area Schools shall on the grounds of race, color, national origin, creed, religion, sex, sexual orientation, gender identity, marital status, age, status with regard to public assistance, or disability be excluded from any educational program or activity, or in employment, or recruitment, consideration, or selection therefore, whether full-time or part-time, under an educational program or activity for which the school is responsible.

B. Affirmative Action

In the employment process of all personnel, among candidates judged substantially equal by administrators responsible for such employment process, the school district shall attempt, through a planned, written affirmative action plan, secure the services of protected classes of employees, including minorities, females and disabled/handicapped.