

# DEER LAKES SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: CREATING A POSITION

ADOPTED:

REVISED: April 22, 2014

<p>1. Authority</p> <p>SC 1001, 1106, 1107 Title 22 Sec. 4.4</p> <p>Pol. 328</p>	<p style="text-align: center;">301. CREATING A POSITION</p> <p>Positions for administrative, professional and classified employees shall be established by the Board in order to provide the effective leadership and management necessary to operate district schools and to provide quality educational programs and services, consistent with the needs of the schools and the resources of the community.</p> <p>The need for creating positions shall be determined by the Board, based on the recommendation of the Superintendent. The Board reserves for itself the final determination of the number and type of staff positions deemed necessary for effective management of the district and operation of the schools.</p> <p>The initial salary or salary range for a new position shall be determined by the Board when creating the position, based upon the recommendation of the Superintendent and supporting documentation.</p> <p>In the exercise of its authority to create a new position, the Board shall give primary consideration to the following:</p> <ol style="list-style-type: none"> <li>1. Effective management of district programs.</li> <li>2. Number of students enrolled.</li> <li>3. Special needs of students.</li> <li>4. Operational needs of the district.</li> <li>5. Financial resources of the school community.</li> </ol> <p>The Superintendent shall be responsible for recommending a new or additional administrative, professional or classified position.</p>
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