



Independent School District #38

School Board Policies & Procedures Manual

401.1 AFFIRMATIVE ACTION

It is the policy of the board of education to recruit and employ whenever possible locally qualified people. In order to meet this objective, the following process shall be implemented:

1. All positions will be clearly defined.
2. Vacancies shall be posted district wide.
3. Qualified residents of the district or other qualified people who share the ethnic background of the students shall be provided preference in employment decisions to help establish racial balance to the staff.

Previous Policy #1-14

ADOPTED: June 14, 1983

Affirmed: February 23, 2022