

Promotion Policy

The Board strives to promote the most capable and experienced employees based on their demonstrated ability to assume greater responsibility and perform essential job tasks. Consequently, reasonable efforts will be made to fill vacant positions from within, where possible. At the same time, it may be deemed necessary to recruit and hire outside the Board to attract the most qualified individual for a particular job vacancy. Therefore, job openings may be posted on the Board's office door and/or website. Simultaneously, outside recruiting sources may be used. Posted vacancies shall remain open for a minimum of three (3) workdays. To be eligible to apply for a vacancy, employees must meet the minimum hiring specifications for the position, have completed his/her introductory period, and be an employee in good standing in terms of his/her overall work record. Selections for promotions and transfers shall be made based on an individual's overall qualifications and ability to perform the essential duties required of the job, with or without reasonable accommodation.