Spokane Public Schools
excellence for everyone

Policy No. 5110
Effective Date: 07/28/2010

Subject: Employee Selection and Employee Contracts Policy

I. It is the policy of the School Board to select the most qualified employees based on the needs of the School District. The board of directors will select employees from those candidates recommended by the superintendent. If recommendations presented are not acceptable, the Board may request the superintendent submit additional recommendations or the Board may choose not to select any employee for the applicable position. The authority to employ rests solely and exclusively with the board of directors.

II. The district shall contract with each staff member and establish such terms of the contract as are mutually agreed upon. Such contract shall be in conformity with state law, Board policies, administrative procedures of the district, and any applicable negotiated collective bargaining agreements. The contract shall be binding on the district and on the staff member and may not be abridged or abrogated during its term by either party except by mutual consent or as may be provided elsewhere in board policy or in negotiated agreements.

III. The superintendent shall recommend to the Board the length and terms of employment contracts. The Board shall determine such length and terms in accordance with applicable state law, Board policies, administrative procedures and any applicable negotiated collective bargaining agreements.

IV. Supplemental contracts are not subject to the continuing contract statute nor any continuing contract rights, and may be issued for services to be rendered in addition to a staff member's regular assignment.

V. Nothing in this policy constitutes a contract of employment and this policy shall not be interpreted as creating an employment contract or guarantee of continued employment, shall not in any way be construed to extend or provide statutorily provided certificated employment rights to any non-certificated/classified employee and shall not constitute any exception to the at-will employment doctrine.

Legal Reference:
28A.330.100
28A.400.300
28A.400.315
28A.405.210
28A.405.220
28A.405.240
28A.405.900

Adopted: 02/14/1990
Amended: 07/28/2010
Superintendent: Dr. Nancy J. Stowell