

Grundy Center Community School

Grundy Center, Iowa 50638

Board of Education—Kelly Mathews-President, Bob Johanns-Vice President, Mark Dunnick, Vicki Knaack, Kent Venenga

Administrative Statement- rationale for EEO/AA

- To employ the very best;
- To fully utilize the talent pool;
- To be fair;
- To prepare students for life in a pluralistic society;
- To breakdown stereotypes; and
- To increase credibility with all stakeholders.

Designated staff specifically responsible for the implementation of the EEO/AA Plan includes the superintendent, the building principals, the director of transportation, the director of food service, the director of maintenance and custodial operations, the superintendent's secretary and the board secretary. Collectively, their responsibilities include:

- Recruiting, hiring and promoting persons for all positions without regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity or disability. Placement decisions will continue to be based solely on an individual's qualifications for the position being filled.
- Administering other personnel actions such as compensation, benefits, transfers, contract termination and participation in District-sponsored programs and activities without regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity or disability.
- Maintaining a system to internally monitor the implementation of the EEO/AA Plan. This system includes: Compiling/analyzing an applicant and new hire log; documenting/analyzing promotion and transfer information; Conducting an exit analysis whenever an employee leaves; Analyzing the effectiveness and comprehensiveness of referral services for applicants; Analysis of progress in meeting EEO/AA goals and the establishment of new goals; and Analysis of affirmative action information from applicants who volunteer to submit such information when they apply.

The District has a strong, on-going commitment to equal opportunity and affirmative action. It is expected that all employees will continue to provide assistance and support in achieving the goals of these programs.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination may directed to the superintendent, or to local, state and/or federal authorities. Further information and copies of the procedures for filing a complaint are available in the school district's central office.



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