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## CHAPTER 1

# PURPOSE AND SCOPE OF PERSONNEL RULES AND REGULATIONS

## STATEMENT OF POLICY

This chapter establishes the fundamental character of the system of personnel administration governed by these rules and regulations, consistent with merit principles and the principles of Equal Employment Opportunity; provisions of Title 4 and Title 17 of the Guam Code Annotated; and other paramount laws pertaining to employment in the Department of Education.

### 901.000      **COVERAGE**

- A.    These rules shall apply to all employees occupying classified positions employed in the Department of Education, hereinafter referred to as DOE.
- B.    Unclassified employees occupying unclassified positions are not governed by these rules, unless specifically stated in these rules and regulations.
- C.    These rules and regulations may be supplemented by administrative policies and procedures established by the Board of Education or the Director of Education/Superintendent.
- D.    In the event of a Labor Union Contract affecting the Personnel Rules and Regulations, the Labor Union Contract shall be deemed to be controlling.

### 901.100      **GUIDING PERSONNEL PRINCIPLES**

The following merit system principles shall guide personnel administration:

- A.    Recruiting, selecting applicants and advancing employees on the