

PROFESSIONAL STAFF HIRING

Through its employment policies, the District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will be based upon candidates who will devote themselves to the education and welfare of the children attending the schools.

It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the school system and to locate suitable candidates. Approval for the creation or elimination of positions is subject to collaboration between the Superintendent and the School Committee. The District's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children.

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the nomination is made.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to race, color, age, disability, sex (including pregnancy, pregnancy-related conditions, or recovery from these conditions, including but not limited to, lactation), sexual orientation, gender identity or expression, religion or religious belief, national origin, ethnicity, ancestry, retaliation, marital status, genetic information, veteran or military status, limited English proficiency, homelessness, or any other class of individuals protected from discrimination under state or federal law.
2. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
3. The administrator responsible for the hiring of a staff member (in the case of District-wide position, and for the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal) may establish a representative screening committee. The administrator has the final say in determining who will be hired but if a screening committee is established, it is expected that the screening committee's input will be a factor in the decision.

For those positions where the hiring authority rests with the School Committee, a representative screening committee (size and composition determined by the School Committee) may be established by the School Committee, or the School Committee may direct the Superintendent to establish a screening committee to assist the Superintendent in making his/her recommendation to the School Committee.

Revise: April 27, 2021
Adopt: May 08, 2018

CONTRACT REFS.: M.G.L. 69:6, 71:38, 71:38G, 71:39; 71:45

Massachusetts Board of Education Requirements for Certification of Teachers, Principals, Supervisors, Directors, Superintendent and Assistant Superintendents in the Public Schools of the Commonwealth of Massachusetts, revised 1994.

BESE Regulations 603 CMR 7:00, 26:00, and 44:00