

## STAFF RECRUITING

The School Board and the administrative personnel realize that a sound educational system cannot be built and maintained without definite procedures for the recruitment of personnel.

1. The quality of the educational program in any school system is dependent upon the employment and retention of high caliber personnel.
2. All currently employed personnel share a common responsibility for the procurement of the type of staff needed. They are expected to help in every way possible and, specifically, by making the system aware of outstanding prospects at every opportunity.
3. Job postings will occur to encourage advancement within the organization for all interested employees. At a minimum, internal postings will occur for all administrative positions.
4. In the event of an administrator position opening, an administrator selection ~~advisory~~ committee ~~to the School Board~~ which includes staff, citizens and a School Board representative shall be established by the Superintendent. The School Board will determine which **parents, community members, and Board member** will serve. **The Superintendent will determine teachers/REA membership, support staff/RESS membership, and administrators. Participation in the search committee will be open to an equal number of REA members, RESS members, and parents.** The committee shall present candidates to the Superintendent who shall nominate his/her choice to the School Board.
5. First consideration will be given to those applicants seeking permanent rather than temporary employment.
6. All professional staff selected for employment must be nominated by the Superintendent and approved by the School Board.
7. In selecting nominees for instructional positions, the Superintendent, after considering recommendations of District personnel, will be guided by the following criteria:
  - Professional qualifications and credentials, including full state certification.
  - Successful teaching experience.
  - Specific requirements of position.
  - Balance and stability within the facility.
  - Budget considerations.

The Superintendent shall ensure a thorough check is made of the candidate's prior record, prior to nomination to the Board.

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