



**Boulder Valley School District**  
**File: GCC/GCD-1**  
**Adopted: date of manual adoption**

---

**Associated Regulation: GCC/GCD-1-R**

## **PROFESSIONAL STAFF RECRUITING/HIRING TEACHERS**

### **Recruitment**

The Boulder Valley School District is committed to securing the services of the best instructional and leadership personnel available. Only professionally trained individuals who meet state statutory requirements and who satisfy locally established standards will be considered.

The Boulder Valley School District seeks minority applicants in accordance with its policy pertaining to equal opportunity employment. The District is committed to providing an educational experience enhanced by the professional contributions of representatives of different races, creeds, sexes, and ethnic backgrounds.

All instructional personnel shall be recruited by the District's professional staff under the immediate direction of the Director of Personnel.

### **Selection**

It is the policy of the Boulder Valley School District to select employees solely on the basis of character, professional qualifications, and critical job requirements. Employees will be selected in a manner which does not discriminate against them on the basis of race, age, marital status, color, sex, creed, handicap, or national origin.

All certificated personnel placed under contract are required to furnish to the Personnel Division all documents necessary for executing a valid contract, and shall also meet all statutory or District requirements with regard to health certificates, official transcripts, and oath of allegiance prior to assuming an assignment.

### **Appointment**

The actual appointment of certificated employees shall be made by the Board of Education upon the recommendation of the Superintendent of Schools.

## **Re-Employment After Resignation**

A

teacher who resigns from the Boulder Valley Schools and later reapplies for appointment shall be considered under the same policies for recruitment and selection that apply to all candidates for employment in the District. However, previous Boulder Valley experience may be counted as local credit, except that for each year of absence from the Boulder Valley School District such teacher shall lose one year of local credit.

Current practice codified 1978

### LEGAL REFS.:

C.R.S. 22-32-109(f), 22-32-126

C.R.S. 22-61-101, 22-61-103

C.R.S. 22-63-103, 22-63-107

### AGREEMENT REF.:

Teachers' agreement, Sections D, E

### CROSS REFS.:

AC, Nondiscrimination

ACA\*, Nondiscrimination on the Basis of Sex (Compliance with Title IX)

GBA, Equal Opportunity Employment (And Affirmative Action)

**End of File: GCC/GCD-1**