

Board Policy

Academy of Charter Schools
Hiring Procedures

ACS Code:

Hiring Policy

The Governing Board of the Academy of Charter Schools shall endeavor to hire the best qualified person in each position considering the Board's commitment to the goals and philosophy of the Charter and the unique circumstances and demands of the position. Towards this end, the board shall strive to identify, solicit and consider a broad spectrum of qualified candidates who reflect these considerations. All employees who are qualified for and interested in any position shall have the opportunity to be considered without regard to race, sex, religion, national background, age, martial status or handicap.

Therefore the Academy of Charter Schools policy for hiring teachers is unique. Since the Charter School is responsible for it's own hiring of teachers and staff, it is critical to the success of our school, that we be able to hire teachers whose views are in agreement with our educational philosophy.

We have adopted a 3-interview process. Designated personnel (*Administrators, Directors, or Board Members*) will review the resumes. If a resume shows the applicant might be a good prospect, the first interview is set up. This interview is usually held with at least one of the Directors. Other administrators, teachers, and board members may be present if available. A second interview will be set up should the applicant pass the first, consisting of the applicant teaching in an actual classroom situation. Parent, staff and other personnel are invited to sit in the classroom, and observe the applicants teaching ability. A third interview will occur, if the applicant is recommended after the second interview. This interview is to clarify or offer the position.

The Academy has a waiver from the States hiring procedures and is Waiver 5 in the charter, regarding Staff Recruiting and Hiring. The Waiver is attached.

Legal References

- C. R. S. 22-32-109(1)
Authority to hire personnel
- C.R.S. 22-32-110(1)
Reimbursement expenses of employees
- C.R.S. 22-32-110(1)
Regarding the employment of voluntary or paid basis or other auxiliary, non-certified personnel
- C.C.R. 301-1-2.12(2)
Accreditation Rules

Academy of Charter Schools		Adopted:	December 02, 1994
Adams County, School District 12		Revised Draft:	February 2000