

<i>Policy</i>	<i>Title</i>	<i>Code</i>
	<b>STAFF HIRING</b>	<b>GCF</b>

**HOLLISTON**

Through its employment policies, the Holliston Public Schools (HPS) will strive to attract, secure, and retain the highest qualified personnel for all positions. Hiring of the Superintendent, Business Administrator, Director of Special Education, school nurses and Attendance/Safety Officer is the responsibility of the Holliston School Committee. 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. HPS'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 is the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements, where applicable, and the requirements of the HPS 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 age, sex, gender identity, gender expression, creed, race, color, national origin, disability, or sexual orientation.
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 professional staff member (in the case of District-wide positions, and the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal) is directed to establish a representative screening committee whenever logistically possible. The administrator has the final say in determining who will be hired, but 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 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.

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Legal References:	M.G.L. 69:6; 71:38, 71:38G, 71:39, 71:45. BESE Regulations 603 CMR 7:00, 26:00, and 44:00
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