

**Recruitment and Selection**

This district can secure the kind of personnel it wants by establishing an effective process of recruitment, screening, and interviewing that is implemented for filling all vacancies authorized by the Board. The process must be fair, thorough, and efficient and must result in only the best qualified candidates being recommended for employment.

It is the responsibility of the Superintendent and of persons designated by him/her to make recommendations to the Board regarding the personnel needs of the district and, upon authorization of the Board, to conduct a search for the best qualified candidates available. It is the responsibility of the Board to authorize such positions as it sees fit to provide for a high quality educational program in the district.

The search for good teachers and other professional employees will extend to a wide variety of educational institutions and geographical areas. It will take into consideration the diversified characteristics of the district and the need for a bi-racial staff and for teachers of various cultural backgrounds.

Recruitment procedures will not overlook the talents and potential of individuals already employed by the district. As vacancies occur, the Superintendent will provide that notices be posted on the internet and in all school buildings. Any present employee of the Board may apply for any position for which he/she has certification and meets other stated requirements.

There shall be no discrimination against any employee or applicant by reason of race, color, national origin, creed, marital status, sex, disability, or age. The Superintendent shall see that persons nominated for employment meet all qualifications established by Law and the Board for the position for which each nomination is made.

Legal References: SDCL 3-3-1; 13-10-2; 13-13-17; 13-42-1 through 13-42-25; 13-43-4 through 13-43-6.6.; ARSD Chapter 24:02

Revised: July 8, 1996; March 8, 2010; July 14, 2014