

## **PROFESSIONAL STAFF HIRING**

Through its employment policies, the North Middlesex Regional School District will strive to attract, secure, and hold the highest qualified personnel for all professional positions.

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 North Middlesex Regional School District and to locate suitable candidates. No position may be created without the approval of the School Committee.

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the appointment is made.

The following guidelines will be used in the selection of personnel:

1. No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantage, privileges, and course of study to such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or place of residence..
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 hiring, (in the case of District-wide positions, for the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal) is directed to establish a representative screening committee. 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 a recommendation to the School Committee.

SOURCE: MASC

UPDATED: June 2012

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45

Massachusetts Board of Education Requirements for Certification of Teachers, Principals, Supervisors, Directors, Superintendents and Assistant Superintendents in the Public Schools of the Commonwealth of Massachusetts, revised 1994

BESE Regulations 603 CMR 7:00, 26:00, and 44:00