File: GCF

PROFESSIONAL STAFF HIRING

Through its employment policies, the Webster Public Schools 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 school system and to locate suitable candidates. No position may be created without the approval of the School Committee. The district'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 will be the duty of the Superintendent to see that persons considered for employment in the schools meet all licensure requirements and the requirements of the Committee for the type of position in which they will be serve.

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

1- There will be no discrimination in the hiring process due to race*, color, sex, gender identity, religion, sexual orientation, age, homelessness, disability, pregnancy or pregnancy related conditions, genetic information, active military/veteran status, martial status, familial status, ancestry, ethnic background, national origin, or any other category protected by state or federal law.

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 staff member (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 their recommendation to the School Committee.

*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles.

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45; 71:55B

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

603 CMR 7:00 and 44:00

First Reading: March 24, 2026

Second Reading and Approval: April 14, 2026