

PROFESSIONAL STAFF HIRING

It is the responsibility of the Superintendent, or his/her designee, 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.

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet certification requirements (or are granted a waiver by the Mass. Dept. of Education) and the requirements of the Committee 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, gender, creed, race, color, national origin, disability, sexual orientation 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.

LEGAL REFS.: M.G.L. 69-6; 71:38; 71:38G; 71:39; 71:45; 71:55B; 71:59B
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