

PROFESSIONAL STAFF HIRING

Through its employment policies, the Board shall attempt to attract, secure and hold the highest qualified personnel for all professional positions.

It is the responsibility of the Superintendent to determine the personnel needs of the school system and to locate suitable candidates to recommend (administrators and teachers) to the Board for employment. The Superintendent appoints all other positions.

It shall be the duty of the Superintendent/designee to see that persons nominated for employment in the schools shall meet the requirements to be eligible for certification.

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

- A. There shall be no illegal discrimination in the hiring process;
- B. Interviewing and selection procedures shall assure that an administrator has the opportunity to aid in the selection of any staff member who will work under his/her supervision;
- C. No candidate shall be hired without a personal interview;
- D. All candidates shall be considered on the basis of their merits, qualifications and the needs of MSAD 55. In each instance, the Superintendent and others playing a role in the selection shall seek to hire the best qualified person for the job; and
- E. While the Board may accept or reject a nomination, approval shall be valid only if made with the recommendation of the Superintendent. In the case of a rejection, it is the duty of the Superintendent to make another nomination.

Legal Reference: 20-A MRSA § 13201 et seq.

Cross Reference: AC - Nondiscrimination/Equal Opportunity and Affirmative Action
GBJC - Retention of Application Materials

Adopted: September 7, 2016