

## **PROFESSIONAL STAFF HIRING**

Through its employment policies, the district will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will be based upon the hiring of candidates who will devote themselves to the education and welfare of the children attending the Hull Public Schools.

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 Hull Public Schools and to locate suitable qualified candidates. No new position may be created, that is not within the budget, without the approval of the School Committee. Positions should be posted to attract qualified candidates for the position involved. 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 students.

All postings and advertisements will emanate from the Central Office. The Superintendent will determine the scope of recruiting and depending on the position and availability of candidates, direct the Central Office to pursue a variety of recruiting sources and utilize the services of local as well as regional newspapers and advertising agencies.

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 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, sex, gender identity, 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;
3. The administrator responsible for the hiring of staff members for district-wide positions, and for the position of Principal, is the Superintendent. The administrator responsible for building based personnel is the Principal. The administrator responsible for hiring is directed to establish a representative screening/interview committee, endeavoring to involve parents, teachers and community members. 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 Committee may direct the Superintendent to establish a screening committee to assist the Superintendent in making his recommendation to the School Committee.

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

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***Hull Public Schools***