

PROFESSIONAL STAFF RECRUITING

The School Committee and the administrative personnel realize that a sound educational system cannot be built and maintained without definite procedures for the recruitment of personnel.

1. The quality of the educational program in any school system is dependent upon the employment and retention of high caliber personnel.
2. All currently employed personnel share a common responsibility for the procurement of the type of staff needed. They are expected to help in every way possible and specifically by making the District aware of outstanding prospects at every opportunity.
3. Staff recruitment is the responsibility of the Superintendent. Principals and other staff will assist the Superintendent as needed.
4. First consideration will be given to those applicants seeking permanent rather than temporary employment.
5. All professional staff selected for employment must be recommended by the Superintendent and approved by the School Committee.
6. In selecting nominees for instructional positions, the Superintendent, after considering recommendations of subordinates, will be guided by the following criteria:
 - Professional qualifications and credentials, including full state certification
 - Successful teaching experience
 - Specific requirements of position
 - Balance and stability within faculty
 - Budget considerations
7. A non-discriminatory hiring practice for positions requiring administrative certification shall be developed consistent with 20-A MRSA 1001 §13 and 14.