

## Employment Criteria

1. The Superintendent shall receive and consider current applications for employment before making a recommendation of employment to the Board of Education.
  - a. Specific forms of application may be required by the Superintendent.
  - b. Applications shall not be kept on file beyond two school years.
  - c. Re-application may be required at any time by giving notice to an applicant.
  - d. Selection of candidate can be made by the following options:
    - i. Recommendation by hiring committee
2. Employment and promotion decisions shall be made with the goal of rewarding high quality job performance without regard to race, color, gender, age, national origin, disability, religion, veteran or family status, or any other status or condition protected by applicable state or federal laws. Watson Chapel School District is an equal opportunity employer.
3. The following criteria shall be used in recommending any person for employment or promotion:
  - a. Criminal history and any other legal requirements for employment eligibility
  - b. Past performance
  - c. Ability
  - d. Leadership
  - e. Personality
4. The following additional criteria shall be used in recommending certified personnel for employment or promotion:
  - a. Compliance with standards of licensure and accreditation
  - b. Years of occupational experience in education
  - c. Years of experience in the relevant grade, subject, or position
  - d. Degree(s) earned
  - e. Number of college hours beyond degree
  - f. Years of relevant occupational experience outside education
  - g. Compliance with standards of licensure and accreditation
  - h. Personal interview
  - i. Quality of reference checks
5. Any teacher who is employed by the District after completing at least three successive years of employment in another district shall remain a probationary teacher during the first year of employment at Watson Chapel School District.
6. The Superintendent may design and use forms to implement this policy.

Authority: U.S. Constitution, Amendment X; Arkansas Code Sections 6-17-301(a), 6-13-62C(a)(4), (12), 6-17-502(a)(2); Title VH of the Civil Rights Act of 1964; Americans with Disabilities Act of 1990; Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Section 504 of the Rehabilitation Act of 1973; Title IX of the Education Amendments of 1972.