

## RECRUITING - HIRING

It is the policy of the School Committee that when any support staff position is created or becomes vacant, every effort will be made to fill that position with the best qualified candidate.

The School Committee authorizes the Superintendent to employ, appoint, assign, promote, transfer, accept resignations, and discipline and/or terminate support staff in accordance with this policy and other applicable policies of the Committee. The Superintendent will be guided by recommendations from the building Administrator, Directors, or Supervisor.

All Administrators, Assistant Administrators, Directors, and Certified Professional teachers will be employed directly by the School Committee. Administrators, Assistant Administrators, and Directors will be interviewed by the School Committee. Professional Teachers will be employed by the School Committee as directed by Title 20A.

All newly employed personnel will be listed on Board Agenda by name and position at the next regular meeting following their employment, enabling the Board and the Public to be aware of newly employed staff. A list of stipended positions will be provided to the Board at appropriate times of the year.

On the first Board Meeting following the opening of school the Superintendent will provide the School Committee with a list of staff and assignments. This list will be attached to the official Agenda.

For the purpose of this policy, coaching and other extra-curricular positions will be considered seasonal or academic year support staff positions, with no employee benefits or continuing status. In filling coaching and extra-curricular positions, the Superintendent will consider the recommendations of the building principal and the Athletic Director. Any appointments to coaching and extra-curricular positions will be reported at School Committee meetings.

Note: Policy GDC replaces GDC / GDD      Adoption date:      February 1, 1993

Adoption date:      07/24/06

Effective date:      07/24/06

SANFORD SCHOOL DEPARTMENT