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ERVING SCHOOL COMMITTEE

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 awareness to candidates who will devote themselves to the education and welfare of the children attending the 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 school district and to locate suitable candidates. No position and quantity of positions may be created or modified without the approval of the School Committee. 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 children

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 race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law.
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 a staff member (in the case of Districtwide positions, for the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal) is directed to establish a representative screening committee. 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 School Committee may direct the Superintendent to establish a screening committee to assist the Superintendent in making their recommendation to the School Committee.
4. Once the appointment letter is issued, a copy is sent to Town's Treasurer's Office prior to the first day of employment.

SOURCE: MASC August 2022

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45

Massachusetts Board of Education 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

Acts of 2022, Chapter 1 17 (*race to include traits historically associated with race,
including, but not limited to, hair texture, hair type, hair length and protective
hairstyles.)

NOTE: School Committees may determine the size and composition of the screening
committee.

Reviewed and Edited by Erving Policy Committee: 3-21-23

Edit and First Reading by Erving School Committee: 7-6-23

Second Reading, First Vote by Erving School Committee: 8-22-23

Edit and Final Vote by the Erving School Committee: 9-19-23