

EMPLOYMENT OF ADMINISTRATORS

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 an awareness of candidates who will devote themselves to the education and welfare of the children attending Greenfield Public Schools.

In addition to the Superintendent of Schools, it is the statutorily authorized responsibility of the School Committee to hire certain administrators. They are following: Assistant/Associate Superintendent, School Business Administrator, Director of Special Education, Legal Counsel for General Purposes, Legal Counsel or Consultant for Collective Bargaining, School Physician and School Nurse. The Superintendent manages the hiring process and selects the candidates, keeping the School Committee informed. The Committee votes on the appointment based upon the Superintendent's recommendation.

It will be the duty of the Superintendent, or his/her designee to conduct the search and hiring process, making recommendations based on ensuring that persons considered for employment in the schools meet all 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, 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 is encouraged to establish a broad-based screening committee.

MGL, Ch71, S59, S41, S37F, S38A, S38H,S38P,S53

MGL, Ch71B,S3a

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