

6420 CERTIFIED STAFF HIRING

The Grand Island Public Schools has the legal responsibility to approve the employment of all staff. While this responsibility cannot be waived, the Board assigns to the superintendent or designee the process of recruiting and selection of staff members. In carrying out this responsibility, the superintendent or designee will involve various administrative and teaching staff members as needed. All staff selected for employment must be recommended by the superintendent or designee and approved by the Board. To aid in obtaining the best possible staff members for our schools, the Board adopts the following general criteria which shall be utilized in the selection process for initial employment:

- The district will employ the best qualified applicant for each position without regard to sex or gender, sexual orientation, physical or intellectual disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms conditions, or privileges of employment, because of such individual's sex or gender, sexual orientation, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status.
- All teaching and administrative candidates shall be endorsed by the State of Nebraska in a field appropriate for the particular assignment.
- Emphasis in the selection of candidates for teaching positions will be placed upon overall performance averages in the respective colleges of attendance, with special attention to achievement in major fields, recommendations of previous employers, performance on a structured interview, and other qualifications needed for specialized tasks of teaching or extracurricular sponsorships.
- The highest quality of instruction is enhanced by a staff with a wide variation in educational preparation, background, and previous experience. Concerted efforts will be exerted to maintain this variation in the staff.
- Vacancy specific criteria will be circulated widely concerning the necessary credentials and competencies required for the position in question.

The employment of any staff member is not official until the contract is approved by the Board and signed by the candidate. The employment sequence shall be as follows:

1. A verbal offer and tender of a written contract to the candidate.
2. Verbal acceptance and signing of the contract by the candidate.
3. Approval of the candidate by the Board of Education and signature of the contract by the Board President.
4. The return of the co-signed contract to the candidate.

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