Franklin Public Schools
Franklin, Massachusetts 02038

Action Required

Subject: Policy

Date: October 26, 2021

Dept: SC

Reason: Required Vote

Enclosure: yes

Recommendation:

Policy Second Reading / Adoption

I recommend adoption of policy GCF - Professional Staff Hiring as discussed.

Action Requested of the School Committee:

Majority vote of the School Committee is required.

Vote Tabulator

A Bergen:	Y / N	T Keenan:	Y / N
J D'Angelo:	Y / N	M J Scofield:	Y / N
J Pond-Pfeffer:	Y / N	D Spencer:	Y / N
E Stokes:	Y / N	Action:	_____

File: GCF

PROFESSIONAL STAFF HIRING

It is the responsibility of the Superintendent, or their ~~his/her~~ designee, to determine the personnel needs of the school district ~~system~~ and to locate suitable candidates. No position may be created without the approval of the Franklin School Committee.

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet certification requirements (or are granted a waiver by the Massachusetts Department of Elementary and Secondary Education) and the requirements of the School Committee for the type of position for which the nomination is made.
The following guidelines will be used in the selection of personnel:

- There will be no discrimination in the hiring process due to race, color, creed, religion, ancestry, national origin, sex, gender identity or expression, sexual orientation, marital status, genetic information, disability, pregnancy or a related condition, veteran status, age, or homelessness .
- The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
- The administrator responsible for the hiring of a staff member (in the case of District-wide 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.

LEGAL REFS.: M.G.L. 69-6; 71:38; 71:38G; 71:39; 71:45; 71:55B; 71:59B
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 603 CMR 7:00 and 44:00

Reviewed, Revised 5/1/2018
To School Committee for Second Reading/Adoption; 10/26/21