

### HIRING POLICY

The School Districts of SAU #34 have a commitment to hire the best-qualified person, within the monetary constraints of the budget, for any job vacancy. The District is an equal opportunity employer and does not discriminate on the basis of gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability for employment in, participation in, admission or access to, or operation and administration of any educational program or activity in the School District.

Training and advancement for employees will be based on need and qualifications. Selection of personnel for training and advancement will be non-discriminatory and will not be based on gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability.

Staff recruitment is the responsibility of the Superintendent. Principals and other staff will assist the Superintendent as needed.

All teachers and administrators to be hired or terminated, whose positions require New Hampshire Department of Education certification must be recommended by the Superintendent and approved by the School Board. The Board gives the Superintendent the authority to hire and dismiss all other staff and such changes will be presented to the Board at the next regularly scheduled meeting.

The Superintendent shall ensure a thorough check is made of the candidate's prior record, prior to nomination to the Board. The School District will adhere to RSA 189:13-a, School Employee and Volunteer Background Investigations.

In accordance with RSA 189:39, the Superintendent will present, at least 15 days prior to April 15<sup>th</sup>, a listing of teacher nominations for the coming year.

#### Statutory References:

*RSA 189:39, How Chosen*

*RSA 189:14, Liability of District*

*RSA 189:14(a), Failure to be Renominated or Re-elected*

*RSA 189:14(b), Review by State Board*

Approved: 09/21/87

Revised and Approved: 02/03/92

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Approved: 01/03/06

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