

## PROFESSIONAL STAFF RECRUITING

The Board requires the superintendent to develop and maintain a continuous recruitment program designed to attract and hold the best possible professional personnel in the district's schools.

It is the responsibility of the superintendent, with the assistance of other district administrators, to determine the personnel needs of the district and the individual schools, and to locate suitable candidates to recommend for employment.

The search for good teachers and other professional employees will extend to a wide variety of educational institutions and geographical areas. It will take into consideration the diversified characteristics of the district and the need for employees of various cultural backgrounds.

Recruitment procedures will not overlook the talents and potential of individuals already employed by the district. As vacancies occur, the superintendent will provide that notices be posted in faculty rooms of all school buildings, and will mail to each teacher who has expressed an interest, in writing, to receive such notices during the summer. Any present employee of the Board may apply for any position for which he has certification and meets other stated requirements.

(Adoption date: November 22, 1982)  
(Revision date: February 28, 2005)  
(Review date: January 26, 2009)

CONTRACT REF.: Negotiated Agreement Article IX.