

PROFESSIONAL STAFF HIRING

All professional staff members of the district will be employed by the Board upon the recommendation of the Superintendent. Should a person recommended by the Superintendent be rejected by the Board, it will be the Superintendent's duty to make another recommendation.

All persons recommended for employment must meet state certification requirements and the qualifications established for the particular position.

Interviewing and selection procedures will assure that the principal or other administrator to be directly responsible for the work of the staff member has an opportunity to aid in his selection; however, the final recommendation to the Board will be made by the Superintendent/CEO.

All candidates will be considered on the basis of their merits, qualifications, and the needs of the district. In each instance, the Superintendent/CEO and others playing a role in the selection will seek to hire the best-qualified person for the job.

Upon approval by the Board, a staff member will receive a written contract or letter of assignment to be signed by the staff member, Board president, principal and school district business manager.

The District may offer and, upon the signing of a contract by both parties, pay a signing bonus, moving expenses, or tuition reimbursement to a staff member employed in the District. The signing bonus, moving expenses, or tuition reimbursement may be paid either in one lump sum upon completion of the staff member's first year of employment in the District, or in installments over a period not to exceed three years from the date the staff member signed a contract of employment with the District, and upon the terms and conditions as may be mutually agreed upon by the School Board and the staff member. Any signing bonus, moving expenses, or tuition reimbursement authorized by the School Board is in addition to any amount payable under a negotiated contract. The School Board may negotiate any signing bonus, moving expenses, or tuition reimbursement payment with the staff member's designated collective bargaining representative.

Legal References:

ARSD 24:15	<u>Certification</u>
SDCL 13-10-2	<u>General power of school boards to employ personnel</u>
SDCL 13-13-17	<u>Employment of certified teachers required for funds</u>
SDCL 13-42	<u>Certification and evaluation of teachers, principals & superintendents</u>
SDCL 13-43	<u>Employment of teachers</u>
SDCL 3-3-1	<u>Veterans preferred in public employment</u>
POLICY GBA	<u>Equal opportunity employment</u>
POLICY GCB	<u>Qualifications of teachers</u>
POLICY GCC	<u>Professional staff recruiting</u>

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