

SPRINGFIELD PUBLIC SCHOOLS
Springfield, New Jersey 07081

POLICY: RECRUITMENT, SELECTION AND HIRING OF CERTIFICATED PERSONNEL

The Board believes that the quality of the professional staff in large part determines the quality of the education offered district pupils. Therefore, the Chief School Administrator shall have the responsibility of locating and recruiting the best-qualified candidates to provide for the identified needs of district pupils.

Provisional teaching candidates shall be given equal consideration with all other candidates for teaching positions. The Chief School Administrator shall follow all requirements of the administrative code in providing the necessary training program for all teachers hired with provisional certificates.

All teachers hired by the Board shall be highly qualified, as defined by federal law.

It shall be the duty of the Chief School Administrator to see that persons nominated for employment shall meet all qualifications established by state or federal law, including the completion of a criminal history check, proof of citizenship or eligible alien status, and certification for the type of position for which nomination is made.

The Chief School Administrator shall recommend for employment those individuals who, in his/her opinion, are best qualified to fill the vacancy without regard to race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, domestic partnership status, familial status, liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait of any individual, disability or because of genetic information or refusal to submit to or make available the results of a genetic test, or other conditions not related to the duties and responsibilities of the job.

The Chief School Administrator shall prepare and maintain job descriptions that define the duties, responsibilities and qualifications required for each position. The Board shall adopt those job descriptions required by law or code and others as appropriate.

The Chief School Administrator in determining the candidates to be nominated shall seek information whenever possible from the candidate's prior employers.

The Board shall affirm employment and initial placement on the salary guide by a recorded roll call majority vote of the full membership of the board.

The Board shall appoint all staff members only from nominations made by the Chief School Administrator. Should a nominee be rejected, it shall be the duty of the Chief

School Administrator to make other nominations.

Legal References:

N.J.S.A. 10:5-1 et seq. Law Against Discrimination

N.J.S.A. 18A:3-15. Fraudulently issued, obtained, forged or altered degree or certification; use in connection with business or occupation

N.J.S.A. 18A:6-5 Inquiry as to religion and religious tests prohibited

N.J.S.A. 18A:6-6 No sex discrimination

N.J.S.A. 18A:6-7.1, -7.5 Criminal history record; employee in regular contact with pupils; grounds for disqualification from employment; exception

N.J.S.A. 18A:6-76.1 Deadline for notification to students of requirements of provisional certificate and induction program ...

N.J.S.A. 18A:11-1 General mandatory powers and duties

N.J.S.A. 18A:13-40 General powers and duties of board of newly created regional districts

N.J.S.A. 18A:16-1 Officers and employees in general

N.J.S.A. 18A:26-1, -1.1, -2 Citizenship of teachers, etc. ...

N.J.S.A. 18A:27-1 et seq. Employment and Contracts

N.J.S.A. 18A:54-20 Powers of board (county vocational schools)'

N.J.S.A. 26:8A-1 et seq. Domestic Partnership Act

N.J.A.C. 6A:7-1.1 et seq. Managing for Equality and Equity in Education

N.J.A.C. 6A:9-6.1 et seq. Types of Certificates

N.J.A.C. 6A:9-8.1 et seq. Requirements for Instructional Certification

N.J.A.C. 6A:9-11.1 et seq. Exceptions for the Requirements for the Instructional Certificate

N.J.A.C. 6A:9-12.1 et seq. Requirements for Administrative Certification

N.J.A.C. 6A:10A-1.1 et seq. *Improving Standards-Driven Instruction and Literacy and Increasing Efficiency in Abbott School Districts*

N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

N.J.A.C. 6A:32-4.1 Employment of teaching staff

N.J.A.C. 6A:32-4.8 Support residencies for regularly certified, inexperienced first-year principals

N.J.A.C. 6A:32-5.1 Standards for determining seniority

42 U.S.C.A. 2000e et seq. - Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunities Act of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973

8 U.S.C.A. 1100 et seq. - Immigration Reform and Control Act of 1986

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

No Child Left Behind Act of 2001, Pub. L. 107-110 20 U.S.C.A. 6301 et seq.

Old Bridge Education Association v. Old Bridge Township Bd. of Ed., 1986 S.L.D. 1917

Taxman v. Piscataway Bd. of Ed., 91 F. 3d 1547 (3d Cir. 1996)

Cross References:

2130 Administrative staff
2131 Chief school administrator
4111.1 Nondiscrimination/affirmative action
4112.2 Certification
4112.4 Employee health
4112.5 Criminal history check
4112.6 Personnel records
4112.8 Nepotism
4121 Substitute teachers
4222 Noninstructional aides
5120 Assessment of individual needs
6010 Goals and objectives

Approved: June 30, 1997

Revised: November 19, 2007