

# Brockton Public Schools School Committee Policy

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## CERTIFIED STAFF HIRING

Through its employment policies, the school system will strive to attract, secure, and hold the highest qualified personnel for all certified positions. The selection process will be based upon an awareness to candidates who will devote themselves to the education and welfare of the children attending the schools.

**It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the school system and to locate suitable candidates. No position may be created without the approval of the School Committee.** The school system's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the 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 age, sex, creed, race, color, national origin, disability, sexual orientation or place of residence.

A staff enhances the quality of instruction with a wide variation in background, educational preparation, and previous experience.

Final Authority for appointing systemwide positions rests with the Superintendent. The position recommendations of the building principal are subject to the approval of the Superintendent.

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45; 71:55B  
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