

PROFESSIONAL STAFF HIRING

All professional staff members of the district will be approved 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.

The Superintendent will assure that all persons recommended for employment meet state certification requirements and the qualifications established for the particular position.

Interviewing and selection procedures will assure that the principal or other supervisor 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.

All candidates will be considered on the basis of their merits, qualifications, and the needs of the district. In each instance, the Superintendent 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 professional staff member will receive a written contract to be signed by the teacher, Board president, 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 School Board may negotiate any signing bonus, moving expenses, or tuition reimbursement payment with the staff member's designated collective bargaining representative.

Legal References: SDCL 3-3-1, 13-10-2, 13-13-17, 13-42-1 through 13-42-20, 13-43-4 through 13-43-13, 13-43-7.1, ARSD 24:02

Policy:

Adopted: 10/24/1977

Revised: 11/10/2008, 01/09/2023