

Policy GBC: Recruitment and Selection

Status: DRAFT

Original Adopted Date: 10/21/2002 | **Last Revised Date:** 07/15/2024 | **Last Reviewed Date:** 07/15/2024

This school district is an equal opportunity employer. This school district shall employ licensed staff on a professional basis without regard to age, race, color, gender, disability, or national origin. Every school teacher employed in this school system must possess a valid license granted by the Mississippi Department of Education and shall execute a written contract with the Board of Education.

This school board shall select all school district personnel in the manner provided by law and provide for such employee fringe benefit programs including accident reimbursement plans, as may be deemed necessary and appropriate by the board. 37-7-301

The superintendent will ensure that all employee manuals and handbooks are in compliance with state and federal law.

All employees are to be advised of the revisions of the handbooks or manuals and of any implications for existing personnel.

The superintendent will ensure that parents/guardians of students of Title I schools are informed of their right to know the professional qualifications of their child's teacher and will describe where and how this information may be obtained.

Staffing patterns will be reviewed annually to ensure that poor and minority students are not, at rates higher than are other children in the district, taught by inexperienced, unqualified, or out-of-field teachers. If such patterns are noted, strategies to correct the problem will be developed.

The Mississippi Public School Accountability Standard for this policy is standard 1.
