

## RECRUITMENT AND SELECTION OF PERSONNEL

THE BROWARD COUNTY PUBLIC SCHOOL SYSTEM SHALL SECURE THE KIND OF TEACHERS AND OTHER PERSONNEL IT DESIRES BY AN EFFECTIVE RECRUITMENT PROGRAM BASED ON PROMPT RECOGNITION OF GOOD CANDIDATES, THE IMMEDIATE INITIATION OF POSITIVE ACTION TO OBTAIN THESE CANDIDATES, AND THE PRACTICE OF GOOD PERSONNEL EMPLOYMENT TECHNIQUES IN DEALING WITH ALL APPLICANTS.

IT SHALL BE THE RESPONSIBILITY OF THE SUPERINTENDENT, AND/OR INDIVIDUALS DELEGATED BY HIM/HER, TO DETERMINE THE ADMINISTRATIVE AND PERSONNEL NEEDS OF THE BROWARD COUNTY PUBLIC SCHOOL SYSTEM. IT ALSO SHALL BE THEIR RESPONSIBILITY TO RECRUIT QUALIFIED CANDIDATES, TO SELECT AND CHOOSE THOSE MOST SUITABLE AND TO RECOMMEND THEIR EMPLOYMENT BY THE BOARD. AN ESTIMATE OF THE COST OF THE RECRUITMENT AND SELECTION PROGRAM MUST BE MADE ANNUALLY BY THE SUPERINTENDENT OR HIS/HER AUTHORIZED REPRESENTATIVE AND PRESENTED TO THE BOARD FOR INCLUSION IN THE ANNUAL BUDGET.

AN INDIVIDUAL SEEKING OR NOMINATED FOR EMPLOYMENT AS A TEACHER OR IN ANY CAPACITY IN THE BROWARD COUNTY PUBLIC SCHOOL SYSTEM SHALL NOT BE DISCRIMINATED AGAINST BECAUSE OF HIS/HER AGE, RACE, COLOR, DISABILITY, GENDER, MARITAL STATUS, NATIONAL ORIGIN, RELIGION OR SEXUAL ORIENTATION. VETERANS SHALL BE GIVEN PREFERENCES IN EMPLOYMENT AND PROMOTION AS PROVIDED FOR IN FLORIDA STATUTE 295.07 AS AMENDED BY THE 1978 LEGISLATURE.

THIS POLICY SHALL BE IMPLEMENTED CONSISTENT WITH RULE 2 OF THE SCHOOL BOARD'S SCHOOL ACCOUNTABILITY AND IMPROVEMENT POLICY #1403.

IT SHALL BE THE DUTY OF THE SUPERINTENDENT TO SEE THAT INDIVIDUALS NOMINATED FOR EMPLOYMENT MEET ALL QUALIFICATIONS ESTABLISHED BY LAW AND BY THE BOARD FOR THE TYPE OF POSITION FOR THE NOMINATION MADE.

AUTHORITY: F.S. 230.22 (1) (2)

POLICY ADOPTED: 2/27/69

POLICY AMENDED: 4/5/73; 5/3/73

Policy Readopted: 9/5/74

POLICY AMENDED: 11/2/78 ;7/14/87

1/20/98

AMENDED POLICY APPROVED: