
Statement of Philosophy

The Transylvania County Board of Education believes that the educational quality of Transylvania County Schools depends upon the employment of the most qualified licensed personnel. Toward that end, the Board shall endeavor to provide attractive salaries, fringe benefits, facilities, equipment, and opportunities for individual growth and professional development.

Statement of Non-Discrimination

The Transylvania County Board of Education ("the Board") hereby declares it to be the policy of Transylvania County Schools that no qualified individual shall be subjected to discrimination in employment on the basis of race, color, national origin, age, sex, religion, handicap, or other classification prohibited by law.

Responsibility of the Superintendent and Board of Education

Pursuant to N.C.G.S. § 115C-276(j), it shall be the duty and responsibility of the Superintendent to select and recommend all licensed personnel to the Board for employment. The Board shall approve or disapprove for employment those individuals recommended by the Superintendent.

Procedure for Recruitment and Selection

The Board directs the Superintendent / designee to develop and publish the administrative procedures and regulations necessary to implement this policy. These administrative procedures and regulations shall include, at a minimum:

1. That public notice shall be given for all licensed vacancies that will be filled;
2. That qualified licensed supervisory personnel shall be involved in the screening and evaluation of applicants for positions in their area of instruction or professional responsibility;
3. That interviews of selected applicants shall be facilitated by the Superintendent / designee and conducted by interview teams that include representative school building and district-level administrator(s), licensed instructional personnel, and /or others as appropriate to the vacancy;
4. That qualified licensed supervisory personnel shall check the professional references of applicants who are still under consideration for employment following the interview process;

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5. ~~That the evaluation of applicants shall include the consideration of multiple indicators of quality, including but not limited to transcripts, standardized test scores, degree(s), licensure, special interests or talents, awards, achievements, previous experience, evaluations, professional references, and suitability for the vacancy; and,~~
 6. ~~That the school system shall cooperate with regionally accredited college and university training programs to aid in the development of aspiring teachers and to facilitate the recruitment and selection of the most qualified licensed personnel.~~

~~The Board authorizes the Superintendent to depart from these procedures in the event of an emergency situation that requires immediate administrative action. In such an event, the Superintendent shall indicate to the Board, in writing, the nature of the emergency and the specific reason(s) for the departure. Notwithstanding such an emergency situation, the Superintendent shall, concurrently in making a recommendation for employment to the Board, certify that the procedures set forth in this policy have been followed.~~

~~APPROVED BY BOARD
AND EFFECTIVE 7/6/95
REVISED 3/19/07~~

RESCINDED