

## PROFESSIONAL STAFF POSITIONS

Code **GCA** Issued **11/11**

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Purpose: To establish the basic structure for the creation of professional staff positions.

The board's primary and overriding concern in recruiting professional personnel is the employment of persons whose primary characteristic, professionally and personally, is excellence.

The board, on the recommendation of the superintendent, will classify and authorize positions for professional personnel which are necessary for the operation of the district's educational program and related services. In each case, the board will approve the broad purpose and function of the position as recommended by the superintendent. The superintendent will be responsible for the employment of a person who meets the stated purpose and function.

As a minimum requirement, each professional person will have in his/her possession, or will have completed before the assumption of professional duties, all technical certification requirements for the position in question. The only exceptions will be those exceptions granted by the accrediting agencies by which the schools of the district are assessed. The district will hire, to the best of its ability, only highly qualified teachers and assistants to work in its schools. Should it ever become necessary to hire a non-highly qualified professional or paraprofessional, the district will guide and assist, in the most efficient manner possible, that person in acquiring any credentials lacking for highly qualified status.

### **Job descriptions**

The superintendent will be responsible for writing and maintaining job descriptions covering qualifications, essential duties and other details pertaining to all professional staff positions in the school system.

Adopted 7/1/75; Revised 8/13/91, 3/8/05, 11/8/11

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Legal references:

- A. United States Code:
  - 1. Public Law 107-110 - No Child Left Behind, revised Elementary and Secondary Education Act (ESEA) of 2001, Title 1, Part A, Subpart 1, Section 1119 - Qualifications for teachers and paraprofessionals.