SUBJECT: **PROFESSIONAL STAFF HIRING**

Supersedes: GCD, revised 4/6/91
Effective: January 8, 2009
Page: 1 of 2
Approved by: Detroit Board of Education

1.0 Policy

The effectiveness of the school program and operation of the schools depends upon the competence of school personnel. Therefore, procedures for the selection and promotion of personnel should be such as will:

1. Assure that persons selected for all positions are the most competent individuals it is possible to secure to guide instruction and administration.

2. Give fair consideration and opportunity for advancement to qualified current employees.

3. Adhere to the balanced staff concept, fair employment practices, and agreement with employee bargaining units.

All persons applying for employment will be screened through procedures established by the Department of Human Resources and according to criteria established by the job description for the position classification.

For placement on an eligibility pool/list, an applicant must meet requirements of the Detroit Board of Education and of the North Central Association, where appropriate, and be approved for the pool/list through the screening process.

All positions in the district will be filled from a pool/list of eligible candidates screened and found qualified for the position.

Attachments to Policy 7.24: None

Legal References: MCLA § 380.471a
MCLA § 380.483a
MCLA § 380.1231
MCLA § 380.1233
MCLA § 380.1250 – 380.1252
MCLA § 380.1531 *et seq.*

Labor Contract References: DFT
OSAS