

ELECTION/APPOINTMENT OF PERSONNEL

It is the expectation in the hiring of all personnel that the best available qualified candidate has been selected for a position following a competitive and open hiring process, the candidate is fully qualified for the position, and the Nashua School District has met any requirements for the hiring process outlined in the respected bargaining process.

For the purpose of this policy, “teacher” shall be as defined in the collective bargaining agreement between the Nashua Board of Education and the Nashua Teachers’ Union.

Election of Administrators

- The Superintendent of Schools shall be hired by the Nashua Board of Education.
- Coordinators, Assistant Directors, Directors and above as well as Principals and Assistant Principals shall be elected by the Board of Education upon the nomination of the Superintendent of Schools.

Election of Teachers

- Teachers shall be hired under partial year or annual contract by the Board of Education based upon the recommendation of the Superintendent.
- Teachers shall receive notification of reemployment as required in the collective bargaining agreement between the Nashua Board of Education and the Nashua Teachers’ Union.
- Teachers shall receive notification of assignment as required in the collective bargaining agreement between the Nashua Board of Education and the Nashua Teachers’ Union.

Appointment of Support Personnel

- The Superintendent of Schools shall be responsible for the hiring of support personnel within each classification, including but not limited to paraprofessionals, secretaries, food service personnel, other administrative and supervisory personnel, and custodial and maintenance personnel.

Temporary Appointments to Fill Vacant Positions

- The Superintendent or designee shall appoint substitutes to fill temporary vacancies.
- Appointments for Continuing Substitutes, Principals, Assistant Principals, and administrators at or above the level of Coordinator shall be reviewed and approved by the Board of Education.
- These appointments shall be in effect for the remainder of the school year or until a permanent replacement is identified.

Approved Staffing Levels

- Personnel staffing levels shall not exceed staffing levels as established by the Board of Education approved operating and non-operating budgets or as modified by vote of the Board of Education.

Legal Reference:

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Board Approved: 09/27/2010
 03/09/2015 [replaced POPPS 8212 and 8211.1]
 10/25/2021 [replaced Policy 8215 - Approved Staffing Levels]
 02/20/2023