

**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.

**A. Election of Administrators and Supervisory Personnel**

1. The Superintendent of Schools shall be hired by the Nashua Board of Education.
2. All other administrative and supervisory personnel shall be elected by the Board of Education upon the nomination of the Superintendent of Schools.

**B. Election of Teachers**

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

**C. 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, and custodial and maintenance personnel.

**D. Temporary Appointments to Fill Vacant Positions**

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

Board Approved: 09/27/2010

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[Replaces POPPS 8212 and 8211.1]