

**RECRUITMENT OF
PROFESSIONAL PERSONNEL**

It is the responsibility of the Superintendent and of persons delegated to determine the personnel needs of the school system, properly announce and post the vacancies, and to locate the suitable candidates to recommend for employment to the Board.

Pickens County Board of Education believes that an active recruitment program is essential in attracting the most competent and qualified personnel to work in our school system.

Written announcements of certified teacher vacancies are sent to appropriate colleges and universities in the area and to the State Department of Education.

In operating the most effective and efficient school system possible, the Superintendent may recommend to the Board the transfer or reassignment of personnel into positions that best meet the needs of the school system. Positions which are filled through transfers or lateral reassignments shall not be considered vacant within the meaning of this policy and shall not be subject to the announcement, advertisement or any other provision of this policy.

Recruitment and selection of personnel in the Pickens County School System ensures nondiscrimination on the basis of sex, race, religion, age, handicap, disability or national origin.

Vacancies will be posted when feasible* at all schools and the Superintendent's office.

* When vacancies exist immediately or delay in hiring a replacement would be detrimental to the individual school or system as whole, posting of vacancies will not be required. Posting of vacancies will not be required for temporary positions. When one transfer creates another vacancy or several more (domino effect), or when an inter-school reassignment creates a change of grade level vacancy, only the first opening must be posted. Inter-school reassignments such as change of grade level shall be a decision of the principal and Superintendent.