

## **RECRUITMENT AND SELECTION OF MANAGEMENT PERSONNEL**

The Fullerton Joint Union High School District is committed to filling Management Team vacancies with personnel who have the training, experience and the leadership and personal characteristics to meet the demands and challenges of management. To insure the selection of personnel with these qualifications, the District will:

1. Publicize vacancies for candidates, within and outside the District, which include the job description, salary and length of contract for each position.
2. Establish qualifications for each position that meet the needs of the District.
3. Employ the best qualified candidate in accordance with the letter and spirit of statutes governing equal opportunity employment.

Prior to initial employment in a new or vacated position, the Superintendent may request that a physician certify to the Superintendent that the candidate is in good health and in condition for service in the District.

It shall be the duty of the Superintendent to ensure that persons nominated for employment meet all the qualifications established by law and by the Board for the type of position for which the nomination is made.

Reference: Education Code Sections 44830, 44839, 44858, 49406

Policy adopted: February 6, 1978; July 6, 1999