

FOSTER-GLOCESTER SCHOOL DISTRICT
JOB FAIR

PURPOSE:

The purpose of this policy is to establish procedures that will be used in carrying out staff assignment via the job fair system.

POLICY STATEMENT:

In keeping with consent from the Regional Teachers Association, the Foster-Glocester Regional School Committee sets forth the foregoing procedure to be utilized in the administrative determination for staff selection, assignment, and/or transfer to vacant positions.

PROCEDURES:

1. First and foremost, the “bumping” process will be completed before the job fair.
2. Next, all teachers who have been eliminated or reduced (5/5 to 4/5, 4/5 to 3/5, etc.) shall be placed on recall (if a teacher desires to remain on recall.)
3. Recall people will be first to bid according to seniority and certification.
4. Certified teachers who submitted transfer requests prior to March 1 of that school year will be next.
5. Finally, any other certified teacher will bid by seniority.
6. Each position that opens because of the job fair will follow the same sequence, i.e. recall, March 1 transfer, open population.

NOTE:

1. Only NEA/PON members will be allowed to attend and bid at job fair.
2. Teachers shall not be assigned/bid on any position outside their teaching certification. Anyone who plans to earn additional certification/renewal of certification shall notify the superintendent by February 1st of the possibility of added certification/renewal of certification.

3. With a two week posted advanced notice, the job fair will be held each year no later than the last day of school or as soon as the status of the local budgets and state aid is known.
4. If two teachers have the same date of employment/appointment and are applying for the same position, a coin will be tossed to determine who will bid first (if not already completed by the association).
5. A coin will also be tossed to determine whether high school or middle school positions will be bid on first or second.
6. Proxy bidding will be available per mutual agreement.

Adopted: August 23, 1995
Reaffirmed: June 6, 2000