

It is the policy of the Gore Board of Education to take action concerning the renewal or nonrenewal of all certified employees' contracts on or before the statutory deadline

The district will provide reasonable assurance in writing to support employees that the district intends to employ for the subsequent school year no later than ten days after the effective date of the education appropriation bill or by June 1, whichever is later.

The superintendent shall recommend candidates for administrative, support, and certified positions to the board.

The principal(s) shall be consulted on the employment and retention of teachers.

Among other requirements for employment, the superintendent shall insure that prospective employees produce legally sufficient documents showing citizenship status. The superintendent may develop rules and regulations governing employment practices. Such rules and regulations, if developed, must be approved by the board of education and shall become a part of this policy.

In the event the board decides not to employ a candidate who is recommended by the superintendent, further recommendations should be made to the board by the superintendent until a selection is made.

The employment of any person with this school district shall not be made or excluded on the basis of age, sex, race, religion, national origin, handicap, pregnancy, parenthood, marriage, or for any other reason not related to individual capability to perform in the position for which employed. In accordance with Oklahoma Statutes Title 70, Section 5-113.1, the board of education shall not consider for employment in any capacity a relative within the second degree of consanguinity or affinity of a board member. However, if such relative is employed with the school district prior to the election of the board member, such employment may continue.

CROSS-REFERENCE: Policy BJB, Separation/Recruitment of Superintendent  
Policy DOAC, Suspension, Demotion, or Termination of Support Personnel  
Policy DOCA, Reduction-In-Force, Certified Personnel  
Policy DOCB, Reduction-In-Force- Support Personnel