

EMPLOYMENT PRACTICES

Dates of Election of School Personnel

The Board of Education shall employ the Superintendent of Schools at the regular meeting in January. The Superintendent of Schools shall recommend the Principals in April, and the Principals recommend the teachers to be rehired thru the Superintendent at the regular meeting in May. Other personnel shall be recommended for rehire on, or before June 1, or no later than ten (10) days after the effective date of the appropriation bill, whichever is later. Said recommendation to be made by the Superintendent.

Procedure for Re-Employment of Teachers

The principal is charged with the responsibility for the organization and operation of his/her building and his/her authority there is supreme. No teacher now employed will be recommended for re-employment by the Superintendent to the Board of Education without the recommendation of the Principal. No teacher should handle any item of school business in any way other than through the building principal. The practice of individual teachers going directly to Board Members to present school problems without first consulting with the Principal and Superintendent is a violation of professional courtesy and the school's chain-of-command. Such action will subject a teacher doing this to possible official reprimand.

NOTE: 70 O.S. §5-138 prohibits a school board from requiring any employee to reside within the boundaries of that school district.