

Posting and Advertising of Professional Staff Vacancies

The NWBOCES Board believes that it has the obligation to provide the best administrative and teaching personnel available for the system. The best qualified applicant will be selected for each position without regard to race, religion, handicap, national origin, age, sex, marital status, socioeconomic status or place of residence. All of its policies and procedures with respect to employing and assigning personnel will be based upon this principle.

Therefore it will be the policy of the NWBOCES to advertise openings in professional positions. The following will apply:

- When the NWBOCES Board or Administrative Director declares a position open, NWBOCES through its administration will immediately advertise for the position.
- Advertisement will be made in the local newspaper, posting in the NWBOCES office, and when appropriate, university and/or other college placement offices. The opening will be advertised for a minimum of two (2) weeks; and
- In the case of multiple openings, an applicant interested in more than one (1) position must indicate on his/her application which position or positions he/she is applying for.

Vacancy announcements shall generally contain:

- (1) name of position;
- (2) closing date for the acceptance of applications;
- (3) directions for making proper applications; and
- (4) NWBOCES' statement of nondiscrimination.

This policy does not apply to openings filled by transfer of an existing employee.

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Adopted 3-24-10
Revised 9-26-12
Revised 3-25-15
Reviewed 4-26-17

Professional Staff Recruiting

It will be the policy of NWBOCES that the procedure for employing the best qualified staff will include:

- an effective recruitment program;
- an initiative that results in prompt action when vacancies occur or new positions are created; and
- a set of consistent hiring practices.

A recommendation to hire a teacher or administrator will not be made to the NWBOCES Board until a personal interview with the candidate has been conducted and one or more references have been personally contacted by the Administrative Director or his/her designee.

Determination of the personnel needs of NWBOCES is the responsibility of the Administrative Director and of the staff delegated by him/her to review and make recommendations about such needs.

The best qualified applicant will be selected for each position without regard to race, religion, handicap, national origin, age, sex, marital status, socioeconomic status or place of residence.

The Administrative Director or his/her designee will verify that persons nominated for employment meet all qualifications established by applicable state law, rules of the Wyoming Department of Education and Board policies for the type of position for which the nomination is made.

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Professional Staff Hiring

Because the quality of staff hired by the NWBOCES Board is the major component of an effective and productive educational program, the Board and the administration of NWBOCES will make every effort possible to attract and retain the best qualified personnel.

The Administrative Director will be responsible for developing selection procedures and recommending candidates to the Board.

All employment inquiries will be directed to the Administrative Director or his/her designee for processing and documentation. Application forms, letters of instruction, form letter responses, and information bulletin distributions will be made from the administrative office. The Administrative Director will be responsible for documentation of the processing of employment inquiries.

Prior to making a final decision as to the hiring of any employee, the employee must consent to and provide the necessary documentation (fingerprinting, etc.) to allow for a criminal background check and TB test.

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Professional Staff Hiring

EMPLOYMENT CONFIRMATION

Based upon the recommendations of the Administrative Director and in keeping with NWBOCES personnel policies, the Board shall employ NWBOCES personnel.

APPLICATION RECORDS

To accommodate compliance with equal opportunity legislation and to provide adequate basis for screening and selection procedures, credential files of all applicants will be maintained in the administrative office for a period of one year.

To help insure that all qualified applicants are considered for those positions declared vacant during the time that credentials are on active file, it is imperative that all applicant files be stored in the designated location.

EMPLOYMENT INQUIRY PROCEDURES

All employment inquiries will be directed to the Administrative Director or his/her designee for processing and documentation. Application forms, letters of instruction, form letter responses, and information bulletin distributions will be made from the administrative office. The Administrative Director will be responsible for the documentation of the processing of employment inquiries.

As credential folder materials (completed application forms, letter of recommendation, transcripts, resumes, etc.) are returned to NWBOCES, they are recorded by the Administrative Director or his/her designee and filed in the designated location.

RECOMMENDED INTERVIEW GUIDELINES

(Used by NWBOCES administrative staff in alerting members of screening committees to the equal employment opportunity provisions).

The Administrative Director should form a screening committee consisting of the administrator who will supervise the successful applicant and other staff members either who will work with the successful applicant or have knowledge in the area or field that the applicant will be working in. In order to reasonably assure equal employment opportunity to all applicants, the following guidelines are offered as an attempt to offer generally consistent opportunity to those applicants who are invited to participate in the interview process.

1. Each candidate should be interviewed for approximately the same length of time.
2. Whenever possible, applicants should be interviewed by the supervisor of the position which is being filled.
3. All pertinent matters of salary, employment conditions and employment requirements should be discussed during the interview.

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4. Questions or comments related to family or other personal matter are inappropriate and should not be included in the interview.
5. Candidates should be given ample opportunity to ask questions and to volunteer additional qualification information during the interviewing process.
6. Candidates should be advised of NWBOCES' efforts to ensure the placement of the best-qualified candidates available and that:
 - a. The intent is to interview all highly-qualified applicants for each available position.
 - b. Follow-up interviews may be scheduled if they are needed.
 - c. All candidates who are interviewed will be informed of the employment decision of NWBOCES.
7. The interview should generate information which relates the responsibilities of the position to the applicant's abilities, experiences, education and general knowledge (job-related qualifications). Similar questions should be asked of all candidates.
8. So far as is possible, interviewers should become familiar with the specific requirements of the position being filled: the expectations of the position, the behaviors expected and required to successfully fulfill the responsibilities of the position and the specifically required and designed individual characteristics (aptitudes, skills, personal qualifications) of the type of candidate being sought.
9. Prior to the interview, an examination of the applicant's folder should be made (to become familiar with recommendations, depth and appropriateness of formal preparation, amount and value of previous experience, etc.).
10. As soon after the interview as is practical, written reviews of the interview should be completed. Objective ratings and supplementary remarks should be directed only to job-related qualifications.

CRIMINAL BACKGROUND CHECKS, TB TEST

In accordance with Wyoming and federal law, a criminal background check and TB test shall be completed prior to the final decision on hiring any employee. The information, when received by NWBOCES, shall be utilized solely for the purpose of providing additional information relevant to the hiring decision of the applicant. The criminal background information shall not be permitted to be used for any other purpose, and in order to ensure confidentiality of this information the following policy and procedure shall be implemented:

1. Access to the criminal background information shall be restricted to the Administrative Director. The Administrative Director shall have authority to reject any applicant who has been recommended for employment based upon the information contained in the criminal background check.
2. The criminal history information shall be retained in a separate filing cabinet in the administrative office, which shall be secure (locked) with access given only to the Administrative Director and/or his/her designee.

The criminal background information may be retained and reviewed by the Administrative Director in the event that any employee requests a transfer or applies for a different position.

Criminal background information shall be retained in the records of NWBOCES for at least one year. Thereafter, the Administrative Director may elect to destroy the criminal background information, in which event the NWBOCES shall retain a record that the criminal background information was acquired as provided by federal law and Wyoming law, which record shall also indicate the date the information was destroyed. The record indicating that the criminal background check was acquired and the date it was destroyed shall be retained until the employee is no longer employed with NWBOCES.

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