

II. PERSONNEL

POLICY #1

HIRING AND ASSIGNING TEACHERS AND SUPPORT STAFF

Ka'ōhāo Public Charter School affirms that it is an equal-opportunity employer, seeking highly dedicated and effective teachers and support staff. Because it is a charter school, teachers interested in employment at Ka'ōhāo Public Charter School are expected to exceed the qualifications outlined in the Hawaii Department of Education's document, "Profile of an Effective Teacher." Interested applicants must demonstrate a dedication to the teaching profession, self-motivation, and excellent interpersonal skills necessary for collaboration and teamwork with others within the Ka'ōhāo Public Charter School community.

Ka'ōhāo Public Charter School employs fully credentialed and "highly qualified" teachers who show qualities that are consistent with the school's mission and vision and appropriate for the position(s) available. Ka'ōhāo Public Charter School expects all permanent teachers to be licensed by the state of Hawaii or to become licensed within three years of date-of-hire. Subject to any collective bargaining agreement, failure to do so will be cause for termination.

Selection, hiring, and assignment of all Ka'ōhāo Public Charter School personnel shall be the responsibility of the Director.

1. The Director shall adhere to state and federal law and to any hiring regulations in all current collective bargaining contracts to which the school is either an individual or a class party.
2. The Director shall advertise vacancies for teaching or support staff positions as deemed appropriate in each case and in accord with state law.
3. The Director may select either "highly qualified" current teachers or staff members or "highly qualified" new applicants to fill vacancies.
4. The Director shall establish and seek recommendations from an ad hoc interview committee in the case of new teachers. The Director shall determine the membership and procedures of the interview committee. The committees will include at least one teacher from lower elementary and one from upper elementary.
5. The Director shall establish procedures for current personnel to apply for alternate positions that may become available.
6. The Director may establish new positions with the approval of the governing board.

Adopted: June 2002 Amended: 3/12/08, 4/3/13