

II. PERSONNEL

POLICY #1

HIRING AND ASSIGNING TEACHERS AND SUPPORT STAFF

The Lanikai School affirms that we are an equal-opportunity employer, seeking highly dedicated and effective teachers and support staff.

Because we are a charter school, teachers interested in employment at Lanikai 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 inter-personal skills necessary for collaboration and teamwork with others within the Lanikai school community.

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

Lastly, prospective Lanikai teachers must commit to a heightened level of overall participation in school activities and governance consistent with our existence as a community charter school.

Selection, hiring, and assignment of all Lanikai Elementary School personnel shall be the responsibility of the principal.

1. The principal 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 principal shall advertise vacancies for teaching or support staff positions as deemed appropriate in each case and in accord with state law.
3. The principal may select either "highly qualified" current teachers or staff members or "highly qualified" new applicants to fill vacancies.
4. The principal shall establish and seek recommendations from an ad hoc interview committee in the case of new teachers. The principal 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 principal shall establish procedures for current personnel to apply for alternate positions that may become available.
6. The principal may establish new positions with the approval of the Board.

Adopted: June 2002

Amended: March 12, 2008