

<p style="text-align: center;"><b>North Providence Public Schools Staff Hiring Policy</b></p>	<p style="text-align: center;"><b>Approved: 2/26/2020 Revised 7/14/2025</b></p>

## I. INTRODUCTION

The State of Rhode Island has placed responsibility for the hiring, retention and assignment of instructional staff with the Superintendent of Schools (“Superintendent”). The Rhode Island Department of Education (“RIDE”) has enacted the Basic Education Program Regulation (“BEP”) which provides mandatory criteria for hiring, retention and assignment of instructional staff. The BEP requires North Providence Public Schools (“District” or “LEA”) to select and retain only the most highly effective staff and to base assignments on student need and qualifications. RIDE has determined that the management of the Human Capital System is “essential to the mission of implementing a statewide system of public education.”<sup>1</sup>

The Superintendent and site-based administrators have a statutory responsibility to comply and implement state law as well as the Department of Education’s rules and regulations.<sup>2</sup> The Superintendent may delegate his/her duties under this policy to a designee to act in his/her place.

Continuous improvement of student learning shall be the primary reference point for all decision-making regarding personnel assignment and evaluation. In order to effectively meet these functions, the LEA shall maintain control of its ability to recruit, hire, manage, evaluate, and assign its personnel<sup>3</sup> to ensure the selection and hiring of highly qualified, effective, staff that best meets the needs of students.

The District holds a strong commitment to hiring a diverse pool of candidates for positions across each Equal Employment Opportunity job category. The Director of Human Resources serves as a resource for District administrators in identifying screening committee members who demonstrate excellence in building a diverse culture. Such efforts rely heavily on community participation through site-based School Improvement Teams (SIT). The SIT teams serve to bring critical community input into the education process. The District therefore seeks to include present and former SIT team members in the screening process where practicable.

## II. POLICY

The District shall regard a highly qualified, effective applicant as one who fulfills all Federal, State and District laws, rules, regulations and requirements for the position. The District shall be committed to hiring the most

<sup>1</sup> BEP G-15-1.2(c).

<sup>2</sup> R.I.G.L. 16-2-9(3), (14), (15), 16-2-11(a)(4) and 16-2-11.1

<sup>3</sup> BEP G-15-2.2(a).

highly qualified and effective applicant available for vacant positions consistent with budget requirements and those applicants who best meet the needs of the students and the District.

Such hiring shall be performed consistent with the accompanying protocols and in conformance with applicable federal and state law, rules and regulations.

*A. Appointment of Principal/Assistant Principals.*

Pursuant to R.I. Gen Laws 16-2-11(a)(6), the Superintendent or designee shall directly appoint principals and assistant principals for each public school within the District at levels of compensation in accordance with the District's compensation policy.

*B. Appointment of Administrators and other Personnel not assigned to individual schools.*

Pursuant to R.I. Gen Laws 16-2-11(a)(7), the Superintendent or designee shall directly appoint all other non-school site administrators and other personnel at levels of compensation in accordance with the District's compensation policy.

*C. Appointment of School Site Personnel other than Principals.*

Pursuant to R.I. Gen Laws 16-2-11.1, the Superintendent or designee shall consider appointment of all teachers, athletic coaches, instructional or administrative aides, and other personnel assigned to the school sites, consistent with District personnel policies, collective bargaining agreements, and based upon the recommendation of the relevant site-based administrator.

School principals' recommendations for appointment shall be consistent with this staff hiring policy, as well as other relevant policies and protocols established by the School Committee and protocols as established by the Superintendent or designee.

*D. Reporting Appointments to the School Committee.*

The Superintendent or designee shall report all appointments to the School Committee on a quarterly basis or as needed.

*E. Template Contract and Compensation*

In furtherance of this policy, the Superintendent shall submit template employment contracts to the School Committee from time to time, for its approval. Such employment contracts as applicable, shall be utilized by the Superintendent when appointing personnel in the District. The Superintendent is explicitly authorized to execute said contracts for initial hiring and renewals of employment on behalf of the District<sup>4</sup> and such contracts shall be valid and binding as if entered into by vote of the School Committee.

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<sup>4</sup> *R.I. Gen Laws 16-2-9(a) (14), (18), (23).*

Additionally, the Superintendent shall set levels of compensation and benefits within budgetary parameters consistent with this Staff Hiring Policy and the District Compensation Policy. Job postings for all administrative positions will state a salary range not to exceed the budgeted amount of said position, unless otherwise approved by the School Committee.

Please refer to the [Staff Hiring Protocol](#) which supports this policy .

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