



Book	Policies
Section	5000: Personnel
Title	Appointments and Promotions
Code	5415
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I. Policy Statement

The South Kingstown School District is committed to empowering the superintendent of schools with the care and supervision of all schools within the district, including the appointment of principals and personnel at each school, as well as the appointment of administrators and other personnel not assigned to individual schools within the South Kingstown School District, pursuant to R.I. Gen. Laws § 16-2-11. The South Kingstown School District is concurrently committed to allowing principals of each individual school within the South Kingstown School District to be the educational manager of their school, subject to the supervision and direction of the superintendent, including empowering principals with the authority to recommend the hiring of all personnel assigned to the school to the superintendent pursuant to R.I. Gen. Laws § 16-2-11.1.

In alignment with RIDE's strategic plan, the recruiting, hiring, and retaining teachers, staff, administrators, and coaches who identify as BIPOC shall be one of the District's top priorities. The School Committee is dedicated to creating an inclusive community that promotes and values diversity in its hiring and strives for its employee workforce to be diverse in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, religion, socioeconomic status, and perspective.

II. Legal Authority

Rhode Island General Laws § 16-2-11 delineates the powers and duties of the superintendent of schools, including with respect to the appointment of personnel within the South Kingstown School District. Rhode Island General Laws § 16-2-11.1 delineates the powers and duties of school principals, including with respect to the recommendation of appointment of personnel within their individual school.

III. South Kingstown School District Protocol

The School South Kingstown School District shall adopt the following protocol with respect to the hiring of personnel:

A. Teachers and Other Personnel at Individual Schools

(1) The principal at each school, in consultation with the site-based school improvement team, shall recommend the hiring of all teachers, athletic coaches, instructional or administrative aides, and other personnel assigned to the school, to the superintendent. Said recommendation shall be consistent with South Kingstown School District personnel policies, collective bargaining agreements, and budgetary restrictions and may not interfere with the layoff or recall rights provided in collective bargaining agreements and R.I. Gen. Laws § 16-13-6.

(2) The superintendent shall appoint, at the recommendation of the principal, personnel at individual schools. In the event that the superintendent is not in agreement with the school principal's recommendation, they may choose not to appoint the recommended candidate and ask the school principal to find a new candidate for appointment. This shall be done at the discretion of the superintendent.

(3) Compensation for personnel assigned to individual schools, who are members of a collective bargaining unit, shall be determined in accordance with the collective bargaining agreement under which they fall.

(4) Compensation for personnel assigned to individual schools, who are not covered by a collective bargaining agreement, shall be determined by the School Committee.

(5) The School Committee shall be responsible for entering into a contract of employment with personnel assigned to individual schools, who are not covered by a collective bargaining agreement.

B. School Principals

(1) The superintendent shall appoint a school principal for each school within the South Kingstown School District.

(2) Compensation for school principals shall be determined by the School Committee.

(3) The School Committee shall be responsible for entering into a contract of employment with school principals selected by the superintendent.

C. Administrators and Other Personnel Not Assigned to Individual Schools

(1) The superintendent shall appoint administrators and other personnel not assigned to individual schools within the South Kingstown School District.

(2) Compensation for personnel not assigned to individual schools, who are members of a collective bargaining unit, shall be determined in accordance with the collective bargaining agreement under which they fall.

(3) Compensation for personnel not assigned to individual schools, who are not covered by a collective bargaining agreement, shall be determined by the School Committee.

(4) The School Committee shall be responsible for entering into a contract of employment with personnel not assigned to individual schools, who are not covered by a collective bargaining agreement.