EDUCATIONAL POLICIES OF POLICY: GCFB

REGIONAL SCHOOL UNIT NO 10 REVISIONS ADOPTED: 1/26/15

**RECRUITING AND HIRING OF ADMINISTRATIVE STAFF**

In accordance with 20-A MRSA, § 1001(13), the Superintendent shall prepare a procedure designed to ensure nondiscriminatory practice in recruitment and hiring for all positions requiring administrator certification, as well as to result in selection of the most qualified candidates. This procedure shall be attached hereto as GCFB-R, and shall be reviewed periodically.

In response to An Act to Promote Equity of Opportunity for Women in Administrative Positions in the Public School System (PL 1990, Chap. 889), the Board affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, color, sex, sexual orientation, physical or mental disability, religion, age, ancestry or national origin and to the principle of affirmative action to obtain wide and representative candidate pools.

Moreover, upon each occasion of administrative vacancy, the Superintendent shall review the procedure and recommend any appropriate adaptations as may be warranted by special circumstances to the policy committee. In the case of a vacancy in the Superintendency, the Board shall review the procedure, adapting as appropriate.

In accordance with 20-A MRSA, § 4502 (4-A), the unit’s Affirmative Action Plan shall include: a description of the status of the unit’s nondiscriminatory administrator hiring practice; plans for in-service training programs on gender equity for teachers, administrators and the School Board; and the relationship of the above to the State’s five-year goal for the employment of women in administrative positions.

Legal Reference: 5 MRSA § 4571, 4576

 20-A MRSA §§ 6, 254 (8-10), 1001(13), 4502(4-A), 13011(6),

 13019-B, 13019-C

Cross Reference: AC - Nondiscrimination/Equal Opportunity and Affirmative Action

 GBJC - Retention of Application Materials

 GCFB-R - Recruiting and Hiring of Administrative Staff Administrative Procedure

 BDEA – Personnel Committee

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