

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF

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, national origin or ancestry, religion, sex, sexual orientation, age, genetic information or disability, hair texture or hairstyle, and to the principle of affirmative action to obtain wide and representative candidate pools.

In accordance with 20-A MRSA, § 1001.13, the Superintendent shall prepare a procedure designed to ensure nondiscriminatory practice in recruitment and hiring 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.

Moreover, upon each occasion of administrative vacancy, the Superintendent shall review the procedure and make appropriate adaptations as may be warranted by special circumstances.

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 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 § 4576  
                              20-A MRSA §§ 6, 254.8-10, 256.1, 7, 1001.13, 4502.4A, 13011.6,  
                              13019-A.1D, 13019-B.1C

Cross Reference:       AC - Nondiscrimination/Equal Opportunity and Affirmative Action  
                              GBJC - Retention of Application Materials  
                              GCFB-R - Recruiting and Hiring of Administrative Staff Administrative  
                              Procedure

Adopted:               November 3, 1994

Revised:               October 3, 2002  
                              July 19, 2012  
                              October 6, 2022