

PROFESSIONAL STAFF RECRUITMENT

Code **GCE** Revised **10/18**

Purpose: To establish the basic structure for recruitment of high-quality professional staff.

It is the policy of the board to recruit and hire professional personnel on the basis of qualifications and merit. Personnel recruitment and selection are the responsibility of the superintendent. Principals and directors will assist as needed.

District policies and practices regarding equal opportunity employment apply to all levels and phases of personnel administration. These include recruitment or recruitment advertising.

The district will not discriminate on the basis of race, religion, sex (including pregnancy, childbirth, or any related medical conditions), color, disability, age (40 or older), genetic information, national origin, or any other applicable status protected by local, state, or federal law. The district is committed to nondiscrimination in its employment practices.

Minority educators will receive fair and equal treatment under each program and each section of the Education Improvement Act of 1984 including, but not limited to, employment opportunities and selection for training programs.

Adopted 2/4/13; Revised 10/1/18

A. Federal Law:

1. Age Discrimination in Employment Act, 29 U.S.C.A. Section 621, et seq. – Nondiscrimination on the basis of age in employment.
2. Americans with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, et seq. – Prohibits discrimination on the basis of disability by public entities.
3. Equal Pay Act of 1963, 29 U.S.C.A. Section 206 – Nondiscrimination as to wages on basis of sex.
4. Genetic Information Nondiscrimination Act of 2008, 42 U.S.C.A. Section 2000ff, et seq. – Prohibits discrimination on the basis of genetic information.
5. Rehabilitation Act of 1973, Section 504, 29 U.S.C.A. Section 794 – Prohibits discrimination on the basis of disability.
6. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, et. Seq. – Prohibits discrimination in hiring based on race, color, national origin, religion, or sex.
7. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, e seq. – prohibits discrimination in hiring based on race, color, national origin, religion, or sex.
8. Title IX of the Education Amendments of 1972, 20 U.S.C.A. Sections 1681-86 – Prohibits discrimination on the basis of sex.
9. The Uniformed Services Employment and Reemployment Act of 1994, 28 U.S.C.A. Sections 4301-4334.

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B. S.C. Code, 1976, as amended:

1. Section 1-1-550 – School district shall give preference to employment of honorably discharged veterans.
2. Section 59-1-510 – Guidelines and regulations for recruitment and hiring staff in professional areas.
3. Section 59-1-520 – Intervention by State Department of Education for non-compliance.
4. Section 1-13-30 – Definitions.
5. Section 1-13-80 – Unlawful employment practices; exceptions.