GCFB - RECRUITING AND HIRING OF ADMINISTRATIVE STAFF (ADMINISTRATORS)

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF (ADMINISTRATORS)

The Board affirms its commitment to the strict prohibition of discrimination in employment on the basis of race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists and locks), color, sex, sexual orientation, gender identity, religion, ancestry or national origin, disability, age, pregnancy, familial status or genetic information, 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 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.

Moreover, upon each occasion of an administrator vacancy, the Superintendent shall review the procedure and make appropriate adaptations as may be warranted by special circumstances. In the case of a vacancy in the Superintendency, the School Board shall review the procedure, adapting it as appropriate.

In accordance with 20-A MRSA, § 4502 (4-A), the school unit’s Affirmative Action Plan shall include a description of the status of the unit’s nondiscriminatory administrator hiring practice and plans for in-service training programs on protected class equity for teachers, administrators, and the School Board.

Legal Reference:

- 5 MRSA § 4576 (Maine Human Rights Act)
- 20-A MRSA §§ 1001(13), 4502(4-A), 13011(6)

Cross Reference:

- AC - Nondiscrimination/Equal Opportunity and Affirmative Action
- GCFB-R - Recruiting and Hiring of Administrative Staff (Administrators) Administrative Procedure

Adopted:

- September 14, 2021

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