

**RECRUITING AND HIRING OF ADMINISTRATIVE STAFF**

The Board affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, disability, age, pregnancy, 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 process 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 administrative 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 Committee shall review the procedure, adapting 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 gender equity for teachers, administrators and the Board of Directors.

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  
Administrative Procedure

<b>FIRST READING:</b>	<b>March 12, 2015</b>
<b>SECOND READING:</b>	<b>March 26, 2015</b>
<b>ADOPTION:</b>	<b>March 26, 2015</b>
<b>FIRST READING OF REVISIONS:</b>	<b>September 24, 2020</b>
<b>SECOND READING OF REVISIONS:</b>	<b>October 8, 2020</b>
<b>ADOPTION OF REVISIONS:</b>	<b>October 8, 2020</b>