

M.S.A.D. #30
RECRUITING AND HIRING OF ADMINISTRATIVE STAFF

GCCA

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, national origin, religion, sex, age, or disability, and to the principle of affirmative action to obtain wide and representative candidate pools.

In accordance with 20A MRSA SEC 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 GCCA-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. When filling a superintendent vacancy, a search committee will be formed from the Joint Board of M.S.A.D. #30/UNION #110 and the committee shall follow such procedures as the committee will adopt.

In accordance with 20A MRSA SEC. 4502.4-A, M.S.A.D. #30's Affirmative Action shall include: a description of the status of M.S.A.D. #30'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 5-year goal for the employment of women in administrative positions.

Legal Reference:

PL 1990, CHAPTER 889 (TITLE 5 MRSA SEC. 4576; TITLE 20A MRSA SEC 6; 254.8-10; 256.1,7;1001.13; 4502.4A; 13011.6; 13019-A.I D; 13019-B.1C).

Cross Reference:

AC - NONDISCRIMINATION

ADOPTED BY THE M.S.A.D. #30 BOARD OF DIRECTORS ON 3/22/94