

RSU #16 (Mechanic Falls, Minot, Poland)

Policy Code: GCFB

Adopted: November 2003

Revised: April 2010

Recruiting and Hiring of Administrative Staff

PHILOSOPHY:

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, ancestry, national origin, religion, sex, age, disability or sexual orientation and to obtain wide and representative candidate pools.

POLICY:

In accordance with 20-S 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.

AMPLIFYING INSTRUCTIONS AND GUIDELINES:

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 Board shall review the procedure, adapting as appropriate.

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 School Board; and the relationship of the above to the State's five year goal for the employment of women in administrative positions.

DELEGATION OF AUTHORITY:

The RSU #16 School Board authorizes the Superintendent to act in accordance with this policy.

SIGNATURE BLOCK:

RSU #16 School Board

Dave Griffith, Chair

DATE

Yvette Murray, Vice Chair

DATE

Annette Annance

DATE

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Carlton Beckett

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Yvon Gilbert

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Susan Callahan

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Norm Davis

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Melissa Hodgkin

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Steve Holbrook

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Mary Ella Jones

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Jeanne Manley

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Scott Sawyer

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Martha Stone

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Jack Wiseman

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Chris Woodford

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