

## **RECRUITING AND HIRING OF ADMINISTRATIVE STAFF**

The RSU 9 Board of directors affirms its commitment to the strict prohibition of discrimination of employment on the basis of race color, national origin or ancestry, religion, sex, sexual orientation, gender identity or expression, age, familial status, genetic information or disability, and to the principle of affirmative action to obtain wide and representative candidate pools.

For the purpose of this policy, “race” includes hair texture, Afro hairstyles and protective hairstyles such as braids, twists and locs.)

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 regulation 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 board 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 school board.

Legal Reference: §4576, 20-A MRSA §§ 6;  
1001 (13) 4502 (4-A);  
13011 (6) SEC.

Cross Reference: AC – Non Discrimination/Equal Opportunity and Affirmative Action  
GCFB-R Recruiting and Hiring of Administrative Staff Administrative  
Procedure

Adopted: February 29, 2000

Previous Revision: October 25, 2022

Revised: June 13, 2024