

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF

In response to an Act to promote Equity of Opportunity for Women in Administrative Positions in the Public School System (PL1990, Chapt. 889) the RSU 9 Board of Directors affirms its commitment to the strict prohibition of discrimination of employment on the basis of actual or perceived 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, age, pregnancy, familial status, disability or genetic information, 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 (1) ensure nondiscriminatory practice in recruitment and hiring for all positions requiring administrator certification, and (2) 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.

Legal Reference: PL 1990, Chapter 889 (Title 5 MRSA SEC. 45761, Title 20A MRSA SEC. 6; SEC. 254.8-10; SEC 256.1,7; SEC/ 1001.13, 14; SEC. 4502.4A; SEC. 13011.6; SEC. 13019-A.ID; SEC. 13019- B.IC)

Cross Reference: AC -- NONDISCRIMINATION

Adopted: February 29, 2000

Revised: October 25, 2022