

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF

In a response to an Act to Promote Equity of Opportunity for Women in Administrative Positions in the Public School System (PL1990, Chapter 889), the Gorham School Committee affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, age, color, ancestry or national origin, sexual orientation, religion, sex or physical or mental disability, and to the principle of affirmative action to obtain wide and representative candidate pools.

In accordance with 20A MRSA, Section 1001.13, the Superintendent shall prepare a procedure designed to (1) ensure nondiscriminatory practice in recruitment and hiring for all positions requiring administrative 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 School Committee shall review the procedure, adapting as appropriate.

In accordance with 20A MRSA, section 4502.4-A, the Gorham School Department's Affirmative Action Plan shall include: a description of the status of the unit's nondiscriminatory hiring practice; plans for inservice training programs on gender equity for teachers, administrators and the School Committee.

Legal Reference: PL 1990, Chapter 889 (Title 5 MRSA Section 4576, Title 20A MRSA Section 6; Section 254.8-10; Section 256.1, 7; Section 1001.13, 14; Section 4502.4A; Section 13011.6; Section 13019-A.1D; Section 13019-B.1C)

Cross Reference: AC – Nondiscrimination

Adopted: March 10, 1993

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May 13, 2015

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