

MAINE SCHOOL ADMINISTRATIVE DISTRICT #33

**Recruiting and Hiring of Administrative Staff**

The School Committee 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 20-A MRSA, § 1001(13), procedure GCFB-R is 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.

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 Superintendentcy, the School Committee 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 Committee.

Legal Reference: 5 MRSA § 4576  
20-A MRSA §§ 6, 254 (8-10), 1001(13), 4502(4-A), 13011(6),  
13019-B, 13019-C

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

History: Adopted Meeting #486 July 7, 1986 (in policy GBCC)  
Revised Meeting #950 March 9, 2015