

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

The RSU No. 5 Board 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 20A MRSA, section 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.

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 RSU No. 5 Board shall review the procedure, adapting as appropriate.

In accordance with 20A MRSA, section 4502.4-A, the RSU No. 5's Affirmative Action Plan shall include: a description of the status of RSU No. 5's nondiscriminatory administrator hiring practice, and plans for in-service training programs on gender equity for teachers, administrators and the Board.

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  
GBJC – Retention of Application Materials  
GCFB-R – Recruiting and Hiring of Administrative Staff  
Administrative Procedure

Adopted: June 24, 2009  
Reviewed: March 28, 2012  
Revised: November 29, 2017