

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 (PL 1990, Chap. 889), the Wells-Ogunquit Community School District 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 20A MRSA § 1001.13, the Superintendent shall prepare a procedure designed to (1) ensure nondiscriminatory practices 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 GCCA-R, and shall be reviewed periodically.

Moreover, upon each occasion of administrative vacancy, the Superintendent shall review the procedure and make appropriate revisions as may be warranted by special circumstances. In the case of a vacancy in the superintendency, the Wells-Ogunquit Community School District School Committee shall review the procedure, revising it as appropriate.

In accordance with 20A MRSA § 4502.4-A, the Wells-Ogunquit Community School District Affirmative Action Plan shall include: a description of the status of the District's nondiscriminatory administrator hiring practice; plans for in-service training programs on gender equity for teachers, administrators and the Wells-Ogunquit Community School District School Committee; and the relationship of the above to the State's 5-year goal for the employment of women in administrative positions.

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

Cross Reference: Policy AC, Non-discrimination/Equal Opportunity
Policy GBLC, Retention of Application Materials