



WELLS-OGUNQUIT COMMUNITY SCHOOL DISTRICT

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF

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 ensure nondiscriminatory practices 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 Policy 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 § 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 and plans for in-service training programs on gender equity for teachers, administrators and the School Committee.

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-B.)

Cross Reference: Policy AC - *Nondiscrimination/Equal Opportunity and Affirmative Action*
Policy GBLC - *Retention of Application Materials*
Policy GCFB-R – *Recruiting and Hiring of Administrative Staff*

Adopted by the Wells-Ogunquit C.S.D. School Committee:

03/30/94

Revised by the Wells-Ogunquit C.S.D. School Committee:

01/08/2020