

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF

The CRCS Board of Directors affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, color, sex, sexual orientation, ancestry or national origin, religion, , age, disability, pregnancy or genetic information, and to the principle of affirmative action to obtain wide and representative candidate pools.

For the purpose of this policy, “race” includes traits associated with race, including hair texture, Afro hairstyles, and protective hairstyles, including braids, twists, and locs.

In accordance with 20-A MRSA Sec. 1001.13, the Executive Director 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 Executive Director shall review the procedure and make appropriate adaptations as may be warranted by special circumstances. In the case of a vacancy in the Executive Director position, the School Board shall review the procedure, adapting as appropriate.

In accordance with 20-A MRSA Sec. 4502.4-A, the system’s Affirmative Action Plan shall include: a description of the status of the system’s nondiscriminatory administrator hiring practice; plans for in-service training programs on gender equity for teachers, administrators and the Board of Directors.

Legal Reference: 5 MRSA § 4576 (Maine Human Rights Act)

20-A MRSA §§ 1001(13), 4502(4-A), 13011(6)

Cross Reference: AC – Nondiscrimination

GCFB-R - Recruiting and Hiring of Administrative Staff Administrative
Procedure

Adopted: 9/12/2012

Revised: 9/11/2023