

**MAINE SCHOOL ADMINISTRATIVE DISTRICT #53
Burnham – Detroit – Pittsfield**

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 Board affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, national origin, religion, sex, age, sexual orientation or disability, and to the principal of affirmative action to obtain wide and representative candidate pools.

In accordance with 20-A MRSA, § 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.

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 Board shall review the procedure, adapting as appropriate.

In accordance with 20-A MRSA, § 4502.4-A, S.A.D. #53's Affirmative Action Plan shall include: a description of the status of the unit's nondiscriminatory administrator hiring practice; plans for in-service training programs on gender equity for teachers, administrators and the School Board; and the relationship of the above to the State's five year goal for the employment of women in administrative positions.

Legal Reference: 5 MRSA § 4576
20-A MRSA § 6, 254.8-10, 256.1, 7, 1001.13, 4502.4A, 13011.6,
13019-A. 1D, 13019-B. 1C

Policy Reference: 2.01 Equal Employment Opportunity

Adopted: May 10, 1999
Revised: June 12, 2008