

Section G: Personnel

GCFB Recruiting and Hiring of Administrative Staff

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

Race includes traits associated with race, including hair texture, Afro hairstyles, and protective hairstyles, including braids, twists, and locks.

In accordance with 20-A MRS, §1001(13), the 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.

Moreover, upon each occasion of administrative vacancy, the Director shall review the procedure and make appropriate adaptations as may be warranted by special circumstances. In the case of a vacancy in the Director position, the Board shall review the procedure, adapting as appropriate.

In accordance with 20-A MRS §4502 (4-A), the school's Affirmative Action Plan shall include a description of the status of the school's nondiscriminatory administrator hiring practice and plans for in-service training programs on gender equity for teachers, administrators and the Board.

Legal Reference: 5 MRS §4576 (Maine Human Rights Act)
20-A MRS §§1001(13), 4502(4-A), 13011(6)

Cross Reference: AC – Nondiscrimination/Equal Opportunity and Affirmative Action
GCFB-R - Recruiting and Hiring of Administrative Staff
Administrative Procedure

First Reading: 8/26/15, 12/16/20, 1/26/22, 10/26/22, 10/22/25

Adoption: 9/30/15, 1/27/21, 2/16/22, 11/16/22, 11/19/25

Revised: 10/7/25

Reviewed: _____