

PROFESSIONAL STAFF RECRUITMENT

Code **GCE** Issued **DRAFT/12**

Purpose: To establish the basic structure for recruitment of high-quality professional staff.

It is the policy of the board to recruit and hire professional personnel on the basis of qualifications and merit. The most important factor in any hiring decision is the candidate's potential to help meet the District's academic goals. Personnel recruitment and selection are the responsibility of the superintendent. Principals and directors will assist as needed.

The district is required by federal and state laws, executive orders, rules and regulations not to illegally discriminate on the basis of race, religion, color, disability, sex, age, alienage or national origin. The district is committed to nondiscrimination in its employment practices.

District policies and practices regarding equal opportunity employment apply to all levels and phases of personnel administration. These include recruitment or recruitment advertising.

Minority educators will receive fair and equal treatment under each program and each section of the Education Improvement Act of 1984 including, but not limited to, employment opportunities and selection for training programs.

Adopted 6/24/85; Revised 9/27/93, 11/24/08, 9/26/11, ^

Legal references:

A. United States Code:

1. 20 U.S.C. Sections 1681-86 - Prohibits discrimination on the basis of sex.
2. 42 U.S.C. 2000e, et seq. - Prohibits discrimination in hiring based on race, color, national origin, religion or sex.
3. Equal Pay Act of 1972 - Nondiscrimination as to wages on basis of sex.
4. 29 U.S.C. 621 et seq. - Age Discrimination in Employment Act - Nondiscrimination on the basis of age in employment.
5. 42 U.S.C. 12101, et seq. - Americans with Disabilities Act - Prohibits discrimination in employment and access to programs and facilities on the basis of disability.
6. The Uniformed Services Employment and Reemployment Rights Act of 1994 (P.L. 103-353; 38 U.S.C. 4301).

B. Code of Federal Regulations:

1. Title 41, Chapter 60, Part 60-20 - Prohibits discrimination on the basis of sex.

C. S. C. Code, 1976, as amended:

1. Section 1-1-550 - Public employees shall give preference to employment of honorably discharged veterans.
2. Section 1-13-80 - Unlawful employment practices; exceptions.
3. Section 59-1-510 - Guidelines and regulations for recruitment and hiring staff in professional areas.
4. Section 59-1-520 - Intervention by state department of education for non-compliance.
5. Section 59-26-40 - "Prior to the initial employment of a teacher, the school shall request a criminal record history from the South Carolina Law Enforcement Division for past convictions of any crime listed in Chapter 3 of Title 16, Offenses Against the Person, any crime listed in Chapter 15 of Title 16, Offenses Against Morality and Decency and for the crime of contributing to the delinquency of a minor, contained in section 16-17-490."