

GCF Recruit and Hire Professional Staff

RECRUIT AND HIRE PROFESSIONAL STAFF

Through its employment policies, the Regional School Unit 1 Board is committed to attracting, securing and holding the highest qualified personnel for all professional positions. The selection process shall be vested with seeking candidates with the highest level of devotion to the education and welfare of the children attending our public schools.

It is the responsibility of the Superintendent, and/or persons to whom they may delegate the responsibility to determine the personnel needs of the school system. The Superintendent shall locate, recruit and recommend suitable candidates for employment and retention to the Board, with attention to personnel who are motivated to use best practices and creativity and have the capacity to utilize their own inner strengths and resources in their work.

The Superintendent shall confirm that persons nominated for employment in the RSU 1 school system meet all required certifications and the requirements of the Board for the position for which the nomination is made.

The following guidelines shall be used in the selection of personnel:

- A. The hiring process shall be carried out in compliance with Maine Anti-Discrimination Laws.
- B. Interviewing and selection procedures shall assure that an administrator has the opportunity to participate or assist in the selection of any staff member who will work under their supervision.
- C. No candidate shall be hired without reference checks and a personal interview.
- D. All candidates shall be considered on the basis of their merits, qualifications, and the needs of the school system. In each instance, the Superintendent and others playing a role in the selection shall seek to hire the best qualified person for the job.
- E. While the Board may accept or reject a nomination, an approval shall be valid only if made with the recommendation of the Superintendent. In the case of rejection, it is the duty of the Superintendent to make another nomination.

Legal Reference: 20-A MRSA § 13201 et seq.

Cross Reference:

AC - Nondiscrimination/Equal Opportunity and Affirmative Action GDFA - Authorization to Hire

Adopted: March 16, 1981

Revised: May 11, 1992; June 12, 1995; February 12, 2007; August 25, 2014; June 16, 2025

Revision #2

Created 7 April 2022 15:36:20 by Matt Frey-Davis

Updated 17 June 2025 13:03:08 by Kimberly Burgess