

Policy GCE Staff Recruitment

Issued ~~11/18~~ 00/21

It is the policy of the board to recruit and hire personnel on the basis of qualifications and merit. Personnel recruitment and selection are the responsibility of the superintendent and/or his/her designee. District supervisory personnel 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 (including pregnancy, childbirth, or related medical conditions), 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.

The district will annually send diverse recruiting teams to schools with accredited teacher education programs for on-site interviews of prospective applicants still in school. ~~The team will provide a written record reflecting the race and gender of the number of requesting interviews, the number interviewed, and the number filing applications.~~

Adopted 3/27/90; Revised 4/9/91, 4/25/17, 11/13/18, 00/00/21

Legal References:

Federal Law:

Age Discrimination in Employment Act (ADEA), [29 U.S.C.A. Section 621](#), *et seq.*

Americans with Disabilities Act (ADA), [42 U.S.C.A. Section 12101](#), *et seq.*

Equal Pay Act of 1963, [29 U.S.C.A. Section 206](#).

Genetic Information Nondiscrimination Act of 2008 (GINA), [42 U.S.C.A. Section 2000ff](#), *et seq.*

Rehabilitation Act of 1973, Section 504, [29 U.S.C.A. Section 794](#).

Title VII of the Civil Rights Act of 1964, [42 U.S.C.A Section 2000e](#), *et seq.*

Title IX of the Education Amendments of 1972, [20 U.S.C.A. Sections 1681](#), *et seq.*

Uniformed Services Employment and Reemployment Rights Act (USERRA), [38 U.S.C.A. Section 4301](#), *et seq.*

S. C. Code, 1976, as amended:

[Section 1-1-550](#) - School districts required to give employment preference to honorably discharged veterans.

[Section 1-13-30](#) - Definitions.

[Section 1-13-80](#) - Unlawful employment practices; exceptions.

[Section 59-1-510](#) - Guidelines and regulations for recruitment and hiring staff in professional areas.

[Section 59-1-520](#) - Intervention by South Carolina Department of Education for non-compliance.

[Section 59-19-80](#) - Teaching contracts to be issued in public meeting.

[Section 59-25-410](#) - Teachers to be notified of employment status by April 15th.

[Section 59-26-40](#) - "Prior to the initial employment of a teacher, the local school district will 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](#)."

Federal Cases:

[Plyler v. Doe](#), 457 U.S. 202 (1982).