

Policy GCEC Posting and Advertising of Certified/Administrative and Instructional Support

Issued ~~11/18~~ 00/21

~~Purpose: To establish the basic structure for posting and advertising certified, administrative, and instructional support vacancies.~~

The board believes it has the obligation to provide the best administrative and supervisory personnel available for the district regardless of race, color, creed, sex (including pregnancy, childbirth, or related medical conditions), age, disability, or national origin.

Except in extreme emergencies, the administration will advertise all certified, administrative, and instructional support job vacancies within the district for a minimum of five working days.

Promotional Positions

The board declares its support of a policy to give teachers from its present staff consideration with respect to the filling of promotional vacancies. Promotional positions are those positions which are administrative in nature, such as principal, assistant principal, etc.

The district will advertise openings in administrative and supervisory positions as set forth below:

- The district may advertise in the local newspaper as appropriate, all district schools, administrative offices via the district's website, and, when appropriate, university placement offices and other entities.
- No promotional vacancy will be filled permanently until it has been posted for at least five working days.

Adopted 5/23/00; Revised 12/8/15, 11/13/18, 00/00/21

Legal References:

S. C. Code, 1976, as amended:

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

[Section 1-13-80](#) - Prohibits discrimination in hiring and other employment practices on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.

Federal Cases:

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

Richland County School District One