

6.10 - Employment and Recruitment

Employment and Recruitment

EMPLOYMENT AND RECRUITMENT

6.10

1. The Alexander City Board of Education recognizes that an effective educational program depends on the quality of the personnel employed in the system. Therefore, every effort shall be made to employ the most qualified personnel available. Applicants for position will be selected on the basis of their qualifications, merit, and ability. No person shall be denied employment, re-employment, advancement, or evaluations, nor shall be subjected to discrimination on the basis of sex, age, marital status, race, religion, national origin, ethnic group or disability.

1. All personnel shall be appointed or re-appointed as prescribed by federal law, Alabama law and in conformance with applicable State Board of Education and Alexander City Board of Education rules.

1. The Superintendent or designee is directed to develop appropriate employment procedures governing the recruitment, screening, selection, appointment and employment of all Alexander City School System personnel. Employment qualifications and other criteria will be listed in job descriptions for each position within the school system.

1. The Superintendent or designee shall establish and maintain a plan for actively recruiting promising personnel for employment by the Alexander City School System. The recruitment program may include, but shall not be limited to, the following:
 1. Interview prospective employees prior to graduation at area colleges;
 2. Mail applications when requested by prospective personnel;
 3. Advertise and/or disseminate information about job vacancies; and,
 4. Review files obtained by college placement bureaus, the AEA office, and the Alabama State Department of Education.

1. Recruitment and employment practices of the Alexander City Board of Education shall follow Alabama State Department of Education and the Code of Alabama.

REFERENCE(S):

CODE OF ALABAMA

16-12-16, 16-12-19, 16-11-17, 16-4-9;

CIVIL RIGHTS ACT OF 1964 AS AMENDMENTED;

Section 504 of the Rehabilitation Act of 1973,

Americans with Disabilities Act of 1993, AAC §209-2-1-5

HISTORY:

ADOPTED: JUNE 12, 1996

REVISED: JULY 13, 2010

FORMERLY: GAA, GAK