

## POSTING AND ADVERTISING OF PROFESSIONAL VACANCIES

Code **GCEC** Issued **9/18**

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Purpose: To establish the basic structure for posting and advertising professional vacancies.

The board believes it has the obligation to provide the best administrative and supervisory personnel available for the district regardless of age, race, national origin, sex, disability, alienage or religion.

Except as approved by the superintendent, the administration will advertise all job vacancies within the district. Should a mid-year vacancy occur in a professional position, the board authorizes the superintendent to fill such vacancy for the remainder of the school year in which the vacancy occurs pursuant to a letter of agreement, when appropriate. The superintendent or his/her designee may determine whether advertisement of the vacancy is necessary or whether the position may be filled through some other means.

### **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 that are administrative in nature, such as principal, assistant principal, etc.

The district will advertise openings in administrative and supervisory positions as set out below.

- The district will publish and distribute a list of vacancies each week.
- No promotional vacancy will be filled until it has been posted for a minimum of one week.

The superintendent is not required to post or advertise professional vacancies for positions for which retired employees are hired.

Adopted 6/10/75; Revised 10/27/87, 11/27/01, 4/26/05, 2/28/06