

**TERRELL COUNTY BOARD POLICY
Professional Personnel Recruitment**

**Descriptive Code: GBC
Issue Date: 10/11/10
Rescinds Code: GBC(1)/ GBE-P
Issue Date: 11/14/1994 & 9/1980**

The Board of Education believes that a program of active recruitment of professional personnel is essential in attracting the most competent and qualified personnel to work with children and youth in the school system.

Recruitment practices utilized shall include, but are not limited to, the following:

1. Vacancy notices may be posted on Teach Georgia, distributed to college placement offices, and posted on the system web site.
2. On-site recruitment at colleges and universities.

The Superintendent or a designee shall be responsible to determine the personnel needs of the system and to locate suitable candidates to recommend for employment. A personal interview will be required for all people employed by the system. An estimate of the cost of the recruitment and selection program will be made annually by the Superintendent and presented to the Board for inclusion in the annual budget.

There shall be no discrimination on the basis of sex, race, color, national origin, or religion except as required by court order or affirmative action program. Advertisement to this effect will be appropriately placed.

No qualified disabled person shall, on the basis of the handicap, be subjected to discrimination in employment. Reasonable accommodation to the known physical or mental limitations of otherwise qualified handicapped persons shall be made where such accommodation would not impose an undue hardship on the operation of the school system programs.