

## Policy GCEC Posting and Advertising Professional Vacancies

Issued 6/16

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 Charleston County School District regardless of ~~age, race, religion, sex~~ (including gender identity, sexual orientation, and pregnancy, childbirth, or any related medical conditions), color, disability, age (40 or older), genetic information, national origin, or any other applicable status protected by local, state, or federal law. ~~color, creed, national origin, sex, age, or disability.~~

Except in extreme circumstances, the human resources department of recruitment and staffing shall advertise all job vacancies within Charleston County School District for at least five ~~three (3)~~ calendar 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. The superintendent shall have posted online a notice of vacancy for all certificated positions as ~~they occur~~ soon as practicable.

Central staff and school-level administrative positions are considered promotional opportunities and, except in cases of emergency or it is in the best interests of Charleston County School District, shall not be filled until such vacancies have been posted for at least 3-15 calendar days.

School level non-administrative positions shall be initiated and posted weekly by the human resources department of recruitment and staffing. These positions are exempt from the 3-15-calendar day waiting period.

Adopted 5/10/73; Revised 12/3/75, 2/24/86, 2/13/06, 6/27/16, 9 /19

### Legal references:

#### United States Code of Laws, as amended:

Age Discrimination in Employment Act of 1967, 29 U.S.C.A. Section 621, et seq.

Age Discrimination Act of 1975, 42 U.S.C.A. Section 6101, et seq.

American with Disabilities Act of 1990, 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, 42 U.S.C.A. Section 2000ff, et seq.

Rehabilitation Act of 1973, Section 504, 29 U.S.C.A. Section 794.

Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d, et seq.

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. Section 1681, et seq.

Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C.A. Section 4301, et seq.

S.C. Code of Laws, 1976, as amended:

Section 1-1-550 - School districts required to give employment preference to honorably discharged veterans.

Section 1-13-10, et seq. - Prohibits discrimination on the basis of race, religion, color, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.

Section 1-13-80 - Unlawful employment practices; exceptions.

Section 59-1-510, et seq. - Guidelines and regulations for recruitment and hiring staff in professional areas.

Section 59-19-510, et seq. - Right of unsuccessful applicant to file grievance; board may review matters arising from the construction or administration of school policies.

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**Charleston County School District**

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