



PERSONNEL: General

Recruitment and Selection

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) believes that recruiting, selecting, and retaining highly qualified employees supports its mission of creating a culture of deliberate excellence to promote student achievement and effective school operations.
- B. The Board recognizes the importance of recruiting and hiring employees with diverse backgrounds who support the Board's commitment to equity, are dedicated to closing the achievement gaps among all students, and reflect a diverse and high-performing workforce.

II. Standards

- A. The Board will comply with all applicable federal, state, and local nondiscrimination laws with regard to its employment practices. Illegal discrimination is prohibited in any employment practice, including the recruitment, employment, assignment, compensation, promotion, retention, and transfer of employees.
- B. The Superintendent shall institute strategic staffing and long-term recruitment strategies that employ a variety of internal and external sources to attract, select, retain, and promote the best possible candidates for every position.

III. Implementation

The Board directs the Superintendent to implement this policy.

- Legal References:
- 29 U.S.C. §§621, *Et Seq.*, Age Discrimination in Employment Act of 1967, *as amended*
 - 29 U.S.C. §§701, *Et Seq.*, *Rehabilitation Act of 1973, as amended*
 - 42 U.S.C. §2000e, *Et Seq.*, Title VII of the Civil Rights Act of 1964, *as amended*
 - 42 U.S.C. §12101, *Et Seq.*, Americans with Disabilities Act of 1990, *as amended*

POLICY 4003

*Annotated Code of Maryland, Education Article §6-104,
Discrimination Because of Race, Religion, Color, National
Origin, Handicap, or Sex Prohibited*

*Annotated Code of Maryland, State Government Article §§20-601
TO 20-609, Discrimination in Employment*

*Baltimore County Code, Human Relations Article §§29-2-201 TO
29-2-204, Employment Discrimination*

Related Policies: Board of Education Policy 0100, *Equity*
Board of Education Policy 0300, *Equal Employment Opportunity*
Board of Education Policy 4010, *Nepotism*

Policy Board of Education of Baltimore County
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