

**BOARD POLICY
PROFESSIONAL PERSONNEL RECRUITMENT**

CODE: GBC

The Okefenokee RESA Board of Control believes that a program of active recruitment of professional personnel is essential in attracting the most competent and qualified personnel.

In operating the most effective and efficient organization possible, the Okefenokee RESA Executive Director may recommend to the Board of Control the transfer or reassignment of personnel into positions that best meet the needs of the organization. Positions which are filled through transfers or lateral reassignments shall not be considered vacant within the meaning of this policy and shall not be subject to the announcement, advertisement or any other provision of this policy.

It is the policy of Okefenokee RESA to offer equal opportunity for employment and advancement to all qualified individuals regardless of race, creed, color, national origin, sex, age, or disability and to conform to all applicable laws and regulations. This policy applies to all aspects of the employment relationship, including hiring, promotion, transfer, selection for training, wages demotion, and layoff or termination. This statement shall be included in all announcements of vacant positions. Written announcements will be posted on the Teach Georgia and Okefenokee RESA websites.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Note: The State of Georgia has moved the Georgia Code. This new environment no longer allows us to link directly to the Georgia Code. For example enter 20-02-0211 in the search window and the Georgia Code will appear.

| State Reference | Description |
|------------------------|---|
| O.C.G.A. 20-02-0001 | Creation/powers of State Board of Education |
| O.C.G.A. 20-02-0211 | Annual contract; disqualifying acts; fingerprinting; criminal record checks |
| O.C.G.A. 35-03-0035 | Dissemination of criminal history records |
| O.C.G.A. 49-05-0110 | Criminal background checks; definitions |

Adopted: August 23, 2017

OKEFENOKEE RESA BOARD OF CONTROL