

---

*Rescinds Policy Number:*

*Issued: 11/03/2003*

---

The Orange County Board of Education recognizes that the strength and effectiveness of the school system is determined to a large extent by the quality of the leaders who administer and supervise programs within the school system. It is the intent of the Board to employ the best possible candidates for all leadership positions, and as vacancies occur, to locate and promote those candidates from within the system whenever possible. The selection and the approval of individuals for promotion and advancement is, therefore, one of the most important decisions that the Superintendent and the Board of Education have the authority to make. To that end, the Board of Education adopts the following as policy:

- A. Pursuant to G.S. 115C-276, the Superintendent is authorized and responsible to identify, screen, evaluate, recruit, select and recommend to the Board of Education those individuals whom the Superintendent believes are most deserving of promotion and advancement.
- B. The primary consideration in the promotion of personnel, or in filling vacant administrative or supervisory positions, is to place the very best person available in the position.
- C. Recruitment procedures will not overlook the talents and potential of individuals already employed by the school system. Any current employee may apply for any position for which he/she has certification and meets other stated requirements.
- D. The school system shall not discriminate against any person on the basis of race, color, religion, national origin, sex or handicap in regards to the identification, evaluation, screening, recruitment, selection, recommendation or approval of promotions.
- E. The Board is committed to diversity throughout all programs and practices of the school district. To further this goal, promotion and advancement within the school district should be designed to encourage a diverse pool of qualified applicants.
- F. All vacancies will be adequately publicized within the school district so that employees may learn of promotional opportunities.
- G. It shall be the policy of the Board that when current employees apply for vacancies that would constitute promotion, that such applications be given full consideration in light of the applicant's qualifications, with successful service in the school system to be considered a positive factor. The following information will be considered:
  - Application
  - Academic qualifications and training
  - State licensure and certification (when applicable)
  - Record of experience, background information, performance, including references, and
  - Individual interviews

When the above listed considerations/qualifications and suitability are determined equal, personnel within the district will be given priority.

Legal Reference: Civil Rights Acts 1866, 1870, 1871, and 1964; Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Title IX of the Education Amendments of 1972; Vocational Rehabilitation Act of 1973; Executive Order 11246; [G.S. 115C-36](#), [-47](#), [126-16](#).