

# Cove School District 15

Code: **GCCB**  
Adopted: 1/05/99  
Revised/Readopted: 11/13/01; 8/20/13  
Orig. Code(s): 3000.1

## General Requirements for Employment

It is the responsibility of the superintendent and Board to determine the personnel needs of the district and to locate suitable candidates to recommend for employment by the district. Those factors considered will include but not be limited to the diverse characteristics of the district.

### Academic Qualifications

The district requires at least a bachelor's degree and teacher preparation from an accredited college or university. The administrative staff generally requires a master's degree in school administration and the appropriate licensure.

Teachers in the professional technical areas (e.g., vocational agriculture, home economics) who do not meet the above requirements must qualify under OAR 584-042-0008.

### Personal Qualities

Teachers and administrators employed by the district are expected to demonstrate:

1. A belief in the dignity and worth of each individual;
2. A set of values consistent with the American culture and the community of Cove;
3. Objectivity and open-mindedness;
4. Intelligence and good judgment in adjusting to new conditions or situations;
5. A professional attitude;
6. Initiative and a high degree of creativity;
7. Cooperation with fellow workers and members of the community;
8. A high degree of self-discipline;
9. Ability to engage in self-evaluation.

END OF POLICY

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**Legal Reference(s):**

[ORS 326.051](#)

[ORS 332.505](#)

[ORS 342.934](#)

[ORS 659.805](#)

[ORS 659.850](#)

[ORS 659A.009](#)

[ORS 659A.029](#)

[ORS 659A.030](#)

[ORS 659A.109](#)

[ORS 659A.142](#)

[ORS 659A.145](#)

[ORS 659A.233](#)

[ORS 659A.236](#)

[ORS 659A.309](#)

[ORS 659A.409](#)

[OAR 581-021-0045](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2006).

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).

Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006).

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2006).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006).

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.

Title II of the Genetic Information Nondiscrimination Act of 2008.