

# Cove School District 15

Code: **GD**  
Adopted: 9/12/06  
Readopted: 8/20/13

## Classified Staff/Classified Staff Positions

Classified personnel are those employees in positions for which no teaching or administrative licenses are required by law. The district shall hire classified employees who will attend to their duties and the welfare of students.

“Regular classified employees” are those employed in positions established by the Board requiring 30 or more hours per week for at least a full school year.

“Supervisory employees” are those who individuals having authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to adjust their grievances or effectively to recommend such action if the exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment..

The essential job functions, and titles and examples of work performed, are to be prescribed in a written job description for each position classification.

END OF POLICY

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### Legal Reference(s):

[ORS 326.051](#)  
[ORS 332.505](#)  
[ORS 659.805](#)  
[ORS 659.850](#)  
[ORS 659A.009](#)  
[ORS 659A.029](#)

[ORS 659A.030](#)  
[ORS 659A.142](#)  
[ORS 659A.145](#)  
[ORS 659A.233](#)  
[ORS 659A.236](#)

[ORS 659A.309](#)  
[ORS 659A.409](#)  
[OAR 581-021-0045](#)  
[OAR 581-022-1720](#)

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).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (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.

Americans with Disabilities Act Amendments Act of 2008.

### Cross Reference(s):

GAB - Job Descriptions

IC/ICA - School Year/School Calendar