

# Dayton School District 8

Code: **GD**  
Adopted: 06/03  
Readopted: 8/11/15  
Orig. Code(s): GD

## Classified Staff Positions

It is the policy of the Board to have an approved classification plan for nonlicensed positions. This plan shall be developed by the superintendent on the basis of an analysis of duties, responsibilities and other distinguishing features of the district classified staff needs.

### Board Rules

1. The district classification plan shall group into a class all positions sufficiently similar with respect to duties, responsibilities and other features as to require the same qualifications for successful performance, and to allow the same or nearly the same salary to be paid.
2. All classified employees shall have their employment status clearly stated by letters of employment.
3. The essential job functions, and titles and examples of work performed are to be prescribed in a written job description for each position classification.
4. Position descriptions shall be reviewed annually and modified as necessary to reflect the actual tasks to be performed.
5. Current approved positions shall be those used in the current collective bargaining agreement.

### Policy

It is the policy of the Board that classified staff will be employed by the superintendent, as provided in the adopted annual budget. Preparation and experience will be given proper consideration in determining the starting salary and the length of the employment for a school year, unless otherwise determined by collective bargaining agreements.

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