

# Douglas Education Service District

Code: **GCC/GDC**  
Adopted: 1/29/09  
Readopted: 4/16/15  
Orig. Code(s): 4000; 5000; 6000

## Recruitment of Staff

### Licensed Staff

The Board shall cause the superintendent to recruit and assign qualified individuals for those positions at Douglas Education Service District (DESD) requiring licenses from the Teacher Standards and Practices Commission (TSPC) and from state and/or national agencies or associations. The superintendent shall recommend to the Board licensed positions to be filled as provided in the annual budget and as required by current needs. Upon recommendation of the superintendent, the Board shall employ qualified and appropriate individuals.

### Classified Staff

The Board shall cause the superintendent to recruit and employ qualified individuals for classified positions at DESD. The superintendent employs classified employees and reports to the Board classified positions to be filled as provided in the annual budget and as required by current needs. The superintendent shall employ qualified and appropriate individuals and report classified employee assignments to the Board.

END OF POLICY

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### Legal Reference(s):

[ORS 326.051](#)  
[ORS 334.125\(5\)](#)  
[ORS 342.934](#)  
[ORS 659.805](#)  
[ORS 659.850](#)  
[ORS 659A.009](#)  
[ORS 659A.029](#)

[ORS 659A.030](#)  
[ORS 659A.040](#) - 659A.052  
[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](#)  
[OAR 581-024-0245](#)

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 in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2006); 29 C.F.R Part 1626 (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); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (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.