

Gresham-Barlow SD 10

Code: **GB**

Adopted: 7/11/94

Readopted: 1/11/01; 5/02/02; 10/02/14;
2/02/17

Orig. Code(s): GB

General Personnel Policies

The quality of the professional and support staff is of primary importance in achieving the district's educational goals. In filling any position, the district will seek out and appoint the best-qualified person available for the position in accordance with the district's equity and equal opportunity policies.

The employment contracts of candidates to fill licensed and contracted positions will be approved by the Board upon the superintendent's recommendation. The superintendent will employ all classified and confidential employees, substitutes and part-time personnel as needed. The superintendent will report quarterly to the board the number of employees from each of these groups that have changed their positions.

Notice of all regular job openings will be available to current staff members according to contract provisions. Staff are encouraged to apply for open positions. The district will give consideration to all staff applications. Vacant positions may also be advertised through professional and institutional placement agencies, appropriate employment agencies and general and specialized media.

Applications or inquiries concerning job openings will be directed to human resources on standard district application forms. The selection process will be coordinated and supervised by the executive director of human resources, with the involvement of staff and community, as appropriate.

Each candidate selected for a position with the district must possess or demonstrate eligibility for any license or permit required to fill the position. In addition, the individual must be insurable by the district's insurance carrier for any position requiring liability insurance coverage or bonding.

In accordance with Oregon law, the district may require any candidate, as a condition of employment, to hold a current, recognized first-aid card. A current employee required to hold a card will obtain it within 90 days from the date the district gives notification.

Personnel selected for employment will be notified in writing. This notification will specify the assignment, the job classification, the salary or hourly rate and the length of the assignment. Unsuccessful applicants who were interviewed will be notified.

Initial assignments will be made by the superintendent or designee.

The superintendent will establish regulations governing the recruitment, selection and employment of personnel in accordance with this policy.

END OF POLICY

Legal Reference(s):

[ORS 342.664](#)
[ORS 408.225](#)
[ORS 408.230](#)
[ORS 408.235](#)
[ORS 653.305 - 653.326](#)

[ORS 659A.309](#)

[OAR 581-022-0705\(4\)](#)
[OAR 839-006-0435](#)
[OAR 839-006-0440](#)

[OAR 839-006-0445](#)
[OAR 839-006-0450](#)
[OAR 839-006-0455](#)
[OAR 839-006-0460](#)
[OAR 839-006-0465](#)

Cross Reference(s):

EBBA - First Aid