

Harney Education Service District

Code: **GD**
Adopted: 6/11/03
Readopted: 2/13/13
Orig. Code(s): GD

Noncontracted/Classified Staff

Personnel employed by the ESD whose service to the ESD is noncontractual, does not require a license, is provided on an hourly, weekly or monthly basis, and when compensation for such service is based on an hourly, weekly or monthly rate of pay, shall be designated as noncontracted employees.

The superintendent is authorized by the Board to employ classified personnel in accordance with the current salary guidelines and budget.

Classified personnel are those employees in job positions for which no teaching or administrative licenses are required by law. The ESD 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 20 or more hours per week for at least a full school year. Lead employees are those who exercise some supervisory responsibility over other classified employees, as indicated on the job description.

The skills, knowledge and ability required, and titles and examples of work performed, are to be prescribed in a written job description for each position classification.

END OF POLICY

Legal Reference(s):

ORS 326.051	ORS 659A.030	ORS 659A.309
ORS 334.125(5)	ORS 659A.040 - 659A.052	ORS 659A.409
ORS 659.805	ORS 659A.142	
ORS 659.850	ORS 659A.145	OAR 581-021-0045
ORS 659A.009	ORS 659A.233	OAR 581-024-0245
ORS 659A.029	ORS 659A.236	OAR 581-024-0275

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).
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.