

Harney Education Service District

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

Recruitment/Selection of Classified Staff

The superintendent will develop and maintain a recruitment program designed to attract classified personnel to the ESD. It is the responsibility of the superintendent, with the assistance of other ESD administrators, to determine the ESD's personnel needs and to locate suitable candidates to recommend for ESD employment. The search for classified staff members may extend to a wide variety of educational institutions and geographical areas. It will consider the ESD's diverse characteristics and the requirements of the ESD and its programs. Present employees are encouraged to apply for any position.

It shall be the responsibility of the superintendent, or his/her designee, to screen and select qualified noncontracted personnel. Selection of personnel shall be based on experience and training, needs of the ESD and suitability for position. Recruitment and selection shall not be discriminatory on the basis of sex, sexual orientation, age, race, color, religion, national origin, citizenship, veterans' status, genetic information or disability, except when that disability could have a bearing on the performance of normal duties expected of such personnel.

Employment of classified personnel shall be approved by the superintendent and shall not require approval by the Board. Unless otherwise specified, regular full-time noncontracted personnel shall be employed on a monthly basis and compensation will be established by the Board.

END OF POLICY

Legal Reference(s):

ORS 326.051	ORS 659A.109	OAR 581-021-0045
ORS 334.125(7)	ORS 659A.142	OAR 581-024-0245
ORS 659.805	ORS 659A.145	
ORS 659.850	ORS 659A.233	
ORS 659A.009	ORS 659A.236	
ORS 659A.029	ORS 659A.309	
ORS 659A.030	ORS 659A.409	
ORS 659A.040 - 659A.052		

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.

Cross Reference(s):

GBED - Medical Examinations/Drug Testing