

# Lane Education Service District Policy

Code: **GD**  
Adopted: 1/25/94  
Readopted: 9/25/01; 10/26/10  
Orig. Code(s): GD

## Classified Staff/Classified Staff Positions

The Board recognizes that it is vital to the successful operation of Lane ESD that classified staff positions be filled with qualified and competent personnel.

The superintendent shall approve the employment, fix the compensation and establish the term of employment for each person employed by the ESD. Candidates for employment shall be recommended to the superintendent by appropriate administrative staff members.

Any candidate who is hired and who is subsequently determined to have misrepresented facts material to his/her qualifications for employment or material to the determination of salary shall be subject to dismissal. The Board shall consider such misrepresentation grounds for dismissal.

Specific procedures for the recruitment, screening and employment of candidates and for the further application of this policy will be set forth in administrative rules.

END OF POLICY

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### Legal Reference(s):

<a href="#">ORS 326.051</a>	<a href="#">ORS 659A.040 - 659A.052</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 334.125(5)</a>	<a href="#">ORS 659A.142</a>	<a href="#">OAR 581-024-0245</a>
<a href="#">ORS 659.805</a>	<a href="#">ORS 659A.145</a>	<a href="#">OAR 581-024-0275</a>
<a href="#">ORS 659.850</a>	<a href="#">ORS 659A.233</a>	
<a href="#">ORS 659A.009</a>	<a href="#">ORS 659A.236</a>	
<a href="#">ORS 659A.029</a>	<a href="#">ORS 659A.309</a>	
<a href="#">ORS 659A.030</a>	<a href="#">ORS 659A.409</a>	

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.

### Cross Reference(s):

GAB - Position Descriptions  
IC/ICA/ID - Instructional Day/Year/Calendar