

## Recruitment of Licensed Staff

The superintendent shall develop and maintain a recruitment program designed to attract licensed personnel to the district's schools.

It is the responsibility of the superintendent, with the assistance of other district administrators, to determine the personnel needs of the district and the individual schools, and to locate suitable candidates to recommend for employment.

The search for licensed staff members may extend to a wide variety of educational institutions and geographical areas. It shall take into consideration the diverse characteristics of the district and the requirements of any district affirmative action plan and program that may be in place at the time.

Any present employee may apply for any position for which he or she meets the stated requirements of the position and holds the proper licensure.

END OF POLICY

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### Legal Reference(s):

<a href="#">ORS 326.051</a>	<a href="#">ORS 659A.029</a>	<a href="#">ORS 659A.236</a>
<a href="#">ORS 332.505</a>	<a href="#">ORS 659A.030</a>	<a href="#">ORS 659A.309</a>
<a href="#">ORS 342.934</a>	<a href="#">ORS 659A.109</a>	<a href="#">ORS 659A.409</a>
<a href="#">ORS 659.805</a>	<a href="#">ORS 659A.142</a>	
<a href="#">ORS 659.850</a>	<a href="#">ORS 659A.145</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 659A.009</a>	<a href="#">ORS 659A.233</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 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).  
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