

# North Marion School District 15

Code: **GDD**  
Adopted: 10/10/94  
Orig. Code(s): 3420

## Hiring of Classified Staff

All persons to be given consideration for classified positions in the district will have such training and skills as may be required to carry out successfully the requirements of the assignment. Employees will be physically able to perform the essential job functions and will be of good character. Candidates for employment must be at least eighteen (18) years of age and citizens of the United States. A personal interview will be required for all people hired by the district.

Classified employees will be hired by the superintendent upon recommendation by the designated supervisor. Applicants for the positions of building custodian will be interviewed by the building principal and the maintenance supervisor, who will make a joint recommendation for hiring to the superintendent. All custodial applications will be made to the maintenance supervisor.

END OF POLICY

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### Legal Reference(s):

[ORS 326.051](#)  
[ORS 332.505](#)  
[ORS 659.805](#)  
[ORS 659.850](#)  
[ORS 659A.009](#)  
[ORS 659A.029](#)  
[ORS 659A.030](#)  
[ORS 659A.142](#)  
[ORS 659A.145](#)  
[ORS 659A.233](#)  
[ORS 659A.236](#)  
[ORS 659A.309](#)  
[ORS 659A.409](#)

[OAR 581-021-0045](#)  
[OAR 581-022-1720](#)

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. § § 791, 793-794 (2006).  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (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).