

## Recruitment and Hiring of Staff

The Superintendent, with staff assistance, will be charged with recruitment of personnel. It will be his/her responsibility to obtain the best possible staff members with educational views consistent with the philosophy of the district.

The search for licensed staff members may extend to a wide variety of educational institutions and geographical areas.

Any present employee may apply for any position for which he or she meets the stated requirements.

No person will be hired into the school district, whether licensed or, non-licensed who has not been personally interviewed by staff members. A screening committee will be set up for the purpose of screening applicants, interviewing applicants and, finally, hiring of one of the candidates.

1. The Board, at a general or special meeting called for that purpose, may hire teachers and shall record such action in the minutes. The Board shall make contracts with teachers that specify the wages, number of days to be taught, and time employment is to begin, as agreed upon by the parties. The Board shall cause the signed contracts to be filed in the district office and shall provide each teacher with a copy of the contracts. If, however, the contract is for a term longer than one year, the method by which the wages are to be arrived at during the term of the contract may be specified.
2. No hiring or written contract of any teacher is valid unless the teacher, on or before the date employment is to begin, holds a valid teaching certificate.

END OF POLICY

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### Legal Reference(s):

[ORS 326.051](#)  
[ORS 332.505](#)  
[ORS 342.934](#)

[ORS 659.015](#) to [ORS 659A.009](#)  
[ORS 659A.109](#)  
[ORS 659A.309](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C.A., Section 2000(d) (West 1985)  
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C.A., Section 2000(e) et seq. (West 1985)  
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C.A., Section 621 (West 1985)  
Age Discrimination Act of 1975, as amended, 42 U.S.C.A., Section 6101 (West 1985)  
Equal Pay Act of 1963, as amended, 29 U.S.C.A., Section 206(d) (West 1985)  
Rehabilitation Act of 1973, 29 U.S.C.A., Sections 791, 793 and 794 (West 1985)  
Title IX of the Education Amendments of 1972, 20 U.S.C.A., Sections 1681, 1682 and 1683 (West 1985)