

# Oregon City School District

Code: **GCC**  
Adopted: 10/01  
Readopted: 2/11/08; 1/10/11; 2/12/18  
Orig. Code(s): 3210R

## Recruitment of Licensed Staff

The superintendent will develop and maintain a recruitment program designed to attract licensed personnel to the district.

It is the responsibility of the superintendent, with the assistance of other district administrators, to determine the personnel needs of the district and to locate suitable candidates to recommend for employment by the district. Those factors considered will include, but not be limited to, the diverse characteristics of the district. The director of human resources and principal, supervisor or director shall submit a joint written recommendation of hire to the superintendent for approval of a licensed candidate.

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

Present employees who meet the stated requirements are encouraged to apply for any vacant district position.

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 (2012).  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2012).  
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2012).  
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2012).  
Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2012).  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2012).  
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2012).  
Title II of the Genetic Information Nondiscrimination Act of 2008.

### Cross Reference(s):

GBED - Medical Examinations and Drug Testing