

Phoenix-Talent School District 4

Code: **GCD**
Adopted: 12/9/93
Readopted: 8/07/08

Licensed Staff Hiring

All licensed staff (excepting substitutes) shall be hired by the Board upon recommendation of the Superintendent.

The Superintendent shall assure that each person recommended for employment meets all the requirements of the position and holds proper certification for the position. Should the person recommended by the Superintendent be rejected by the Board, the Superintendent shall make another recommendation.

The Superintendent and staff shall observe the following guidelines when employing licensed personnel:

1. Generally, no more than 10 years experience will be allowed when determining the salary of a new licensed employee.
2. Additional years experience may be approved by the Board of Education in employing:
 - a. Individuals to provide leadership in a school or department-i.e., department heads;
 - b. Individuals who provide specific and specialized services to youth-i.e., media specialists, counselors;
 - c. Special circumstances to bolster and improve specific programs.

Years of experience beyond 10 may be granted for salary purposes at the time of initial hire or as special skills are demonstrated at a later time. In the latter case, requests for such grants are to be initiated by the Principal and must be approved by the Superintendent and Board.

END OF POLICY

Legal Reference(s):

[ORS 326.051](#)
[ORS 332.505](#)
[ORS 342.934](#)
[ORS 659.805](#)
[ORS 659.850](#)
[ORS 659A.009](#)

[ORS 659A.029](#)
[ORS 659A.030](#)
[ORS 659A.109](#)
[ORS 659A.142](#)
[ORS 659A.145](#)
[ORS 659A.233](#)

[ORS 659A.236](#)
[ORS 659A.309](#)
[ORS 659A.409](#)
[OAR 581-021-0045](#)

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).