

### Recruitment of Classified Staff

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

It is the responsibility of the superintendent, with the assistance of other district administrators, to determine the district’s personnel needs and to locate the most suitably qualified candidates to recommend for district employment.

The search for classified staff members may extend to a wide variety of educational institutions and geographical areas. Those factors considered will include, but not be limited to, the district’s diverse characteristics.

Present employees are encouraged to apply for any position.

END OF POLICY

**Legal Reference(s):**

- |                              |                              |                                  |
|------------------------------|------------------------------|----------------------------------|
| <a href="#">ORS 326.051</a>  | <a href="#">ORS 659A.030</a> | <a href="#">ORS 659A.309</a>     |
| <a href="#">ORS 332.505</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="#">OAR 581-021-0045</a> |
| <a href="#">ORS 659.850</a>  | <a href="#">ORS 659A.145</a> | <a href="#">OAR 581-022-1720</a> |
| <a href="#">ORS 659A.009</a> | <a href="#">ORS 659A.233</a> |                                  |
| <a href="#">ORS 659A.029</a> | <a href="#">ORS 659A.236</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. §§ 791, 793-794 (2006).
- Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006).

**Cross Reference(s):**

GBED - Medical Examinations / Drug Testing