

PERSONNEL: GENERAL**Recruitment and Selection**

An important factor supporting student achievement is the quality of both the classified and certificated staff. Therefore, the Board of Trustees is committed to employment of the most highly qualified individual available for each open position.

The Superintendent or designee shall recruit candidates for open positions based on an assessment of the District's needs for specific skills, knowledge and abilities. Position descriptions shall accurately describe all essential and related functions and duties of each position. Position announcements shall be widely disseminated to ensure contact with a broad range of candidates.

The Superintendent or designee shall develop selection criteria and procedures that identify the best possible candidate for each position based on established screening processes, interviews, observations, and recommendations from previous employers.

No inquiry shall be made with regard to the age, gender, race, ethnicity, religion, national origin, medical condition, disability or sexual orientation of a person seeking employment in the District.

District employment practices shall not discriminate against legal non-citizen residents. Inquiries to assure employment eligibility shall be made in accordance with law, Board policy and administrative regulation.

For each position, the Superintendent or designee shall present to the Board one candidate who meets all qualifications established by law and the Board for the position. No individual shall be employed by the Board without the recommendation or endorsement of the Superintendent or designee.

Legal Reference:

EDUCATION CODE

200-262.4	Prohibition of discrimination
44066	Limitations on certification requirement
44259	Teaching credential; exception; designated subjects; minimum requirements
44735	Incentive grants for recruiting teachers for low-performing schools
44750-44754.5	Regional teacher recruitment centers
44830-44831	Employment of certificated persons
44858	Age or marital status in certificated positions

44859 Prohibition against certain rules and regulations re residency
45103-45138 Employment (classified employees)
49406 Examination for tuberculosis

GOVERNMENT CODE

12940-12951 Discrimination prohibited; unlawful practices

UNITED STATES CODE, TITLE 8

1324(a)(b) Immigration and Nationality Act

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

2000h-2-2000h-6 Title IX, 1972 Education Act Amendments

12101-12213 Americans With Disabilities

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