

**West Linn-Wilsonville
School District 3J**

Code: **GCC**
Adopted: 5/07/07
Readopted: 1/11/16
Orig. Code(s): GCC

Professional Staff Recruitment

The Board is committed to securing the best personnel available who will make the greatest contribution to the total educational program of the district.

It shall be the responsibility of the deputy superintendent and the assistant superintendent, with the assistance of the other administrators to determine the personnel needs of the individual schools and the district and to recruit and to recommend individuals for employment. As far as possible, the principal shall have the responsibility for the selection of staff working within the building. Personnel within the building may be involved in the selection.

Persons employed shall have or qualify for an Oregon credential to perform the professional service desired, have above average personal characteristics, high scholastic-work, pre-service evaluations and in-service evaluations (if experienced) as determined by the candidate's transcripts, recommendations and placement file.

The superintendent shall make recommendations to the Board in hiring of new personnel who are qualified in accordance with district policies and standard operating practices.

Each licensed employee is required to complete the necessary forms as required by the district, county, state and federal agencies prior to the start of employment.

END OF POLICY

Legal Reference(s):

ORS 326.051	ORS 659A.029	ORS 659A.236
ORS 332.505	ORS 659A.030	ORS 659A.309
ORS 342.934	ORS 659A.109	ORS 659A.409
ORS 659.805	ORS 659A.142	
ORS 659.850	ORS 659A.145	OAR 581-021-0045
ORS 659A.009	ORS 659A.233	

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. §§ 503, 791, 793-794 (2006).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006).
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.
Title II of the Genetic Information Nondiscrimination Act of 2008.