

### Recruitment of Licensed Staff \*

The superintendent/designee will develop and maintain a recruitment program designed to attract licensed personnel from diverse ethnic and linguistic backgrounds to the district.

It is the responsibility of the superintendent/designee, 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 search for licensed staff members may extend to a variety of educational institutions and geographical areas. Those factors considered will be the diverse characteristics of the district. Where necessary, the Board authorizes the superintendent/designee to travel in pursuit of excellent candidates from diverse backgrounds.

Present employees who meet the stated requirements are encouraged to apply for any vacant district position for which he/she meets the stated requirements.

END OF POLICY

---

#### 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 (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.