

Notes on Policy GBA Equal Employment Opportunity

- Part of the April 2026 Policy Update
- Required
- Impacted due to laws around VETERAN OR STATE SERVICEMEMBER PREFERENCE
- Summary: Senate Bill 808 (2025) amended ORS 408.225, 408.230 and 408.235, which discusses issuing preferences to veterans and disabled veterans during a hiring or promotion process, and defined and added state servicemembers and former state servicemembers. These are servicemembers who are current servicemembers of the Oregon National Guard or former servicemembers of the Oregon National Guard, and who meet the new provisions.
 - As a result, board policy GBA – Equal Employment Opportunity and administrative regulation GBA-AR – Veteran and State Servicemember Preference has been updated to reflect SB 808 and to account for the four different employment preferences now allowed under Oregon law effective January 1, 2026.
 - After adoption-- notify appropriate staff and other parties in accordance with policy BFD – Board Policy Implementation and/or BFCA – Administrative Regulations.

Policy GBA

- Redline version is OSBA recommended language.
- The grey highlights are all the newly added language or deletions,
- Policy committee's questions answered:
 - The lists classification lists are different in the first and fourth paragraph because they come from different laws. The list in paragraph one is a combination of various federal and Oregon laws regarding employment discrimination. The list in paragraph four comes directly from the definition of "affirmative action" in ORS 243.305(2):

243.305 Policy of affirmative action and fair and equal employment opportunities and advancement. (1) It is declared to be the public policy of Oregon that all branches of state government shall be leaders among employing entities within the state in providing to its citizens and employees, through a program of affirmative action, fair and equal opportunities for employment and advancement in programs and services and in the awarding of contracts.

(2) "Affirmative action" means a method of eliminating the effects of past and present discrimination, intended or unintended, on the basis of race, religion, national origin, age, sex, marital status or physical or mental disabilities. [1975 c.529 §1; 1981 c.436 §1; 1989 c.224 §35]

- You'll notice the last revision date of this statute was in 1989, so this list of protected classes has not been updated since then. OAR 581-022-2405 requires district to have personnel policies addressing affirmative action, which is why we use the statutory definition. If you would like to include more classifications in paragraph four, or otherwise make the two lists more consistent, you certainly could.
- Clarity around footnotes: Footnotes 2 and 4 were removed because the district has six or more employees.

GBA-AR – Veterans' and State Servicemember Preference

- ASD currently does not have this AR

- The included AR is highly recommended by OSBA
- The policy committee agrees, adding this AR would be beneficial