

RECRUITMENT, QUALIFICATIONS, AND SELECTION OF LICENSED STAFF

The Board of Directors believes all people should have an opportunity to apply and qualify for licensed staff positions in the district without regard to race, color, national origin, language, sex, sexual orientation, gender identity, marital status, familial status, physical and mental ability or disability, age, religion, creed, physical attributes, ancestry, socioeconomic status, political party preference, and political beliefs. Therefore, all job applicants will be considered for licensed positions on the basis of the following:

1. Training, experience and skill
2. Nature of the occupation
3. Demonstrated competence
4. Possession of, or the ability to obtain, the appropriate state license, required for the position.

It shall be the responsibility of the Superintendent of Schools to develop procedures for the hiring of licensed staff personnel. The Superintendent may delegate the recruitment and selection of licensed staff personnel for recommendation to the Board to his/her staff. Whenever possible, the preliminary screening of applicants shall be conducted by the district employee who will be directly supervising and overseeing the person being hired.

The Board of Directors has the authority to officially employ all licensed staff personnel after receiving a recommendation for action from the Superintendent. However, the Superintendent may employ a licensed staff member on a temporary basis until a formal recommendation can be made and formal action can be taken by the Board of Directors on the position.

LEGAL REFERENCE: 29 USCS Sec. 621-634 (May, 1986)
42 USCS Sec. 2000e et. seq. (May, 1986)
Code of Iowa, Chapters 20; 70; 601A (1985)
640 Iowa Administrative Code, Chapter 4
670 Iowa Administrative Code, Chapters 13-17

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