

RECRUITMENT, QUALIFICATIONS, AND SELECTION OF CLASSIFIED
PERSONNEL

The Board of Directors believes all people should have an opportunity to apply and qualify for classified 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 classified 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, a state license if it is required for the position.

It shall be the responsibility of the Superintendent of Schools to develop procedures for the hiring of classified staff personnel. The Superintendent may delegate the recruitment and selection of classified staff personnel for recommendation to the Board for 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.

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

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