

RECRUITMENT AND SELECTION

The district shall engage in fair and sound personnel practices in the appointment of all district employees. The administration shall be responsible for establishing recruitment, selection and appointment procedures.

As general rule, the district will employ the most highly qualified person available for each open position. Each open position will be widely advertised, and the job description shall include the minimum qualifications required and the additional qualifications, training and experience which the district believes to be important. It is incumbent on the staff members who are involved in the selection process to recommend only those candidates who are properly certificated for the position, and who, based on appropriate screening devices, interviews, observations and recommendations, can be expected to perform professionally and highly competently.

No inquiry shall be made with regard to actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation, marital status, cancer-related medical condition or association with a person or a group with one or more of these actual or perceived characteristics.

Legal Reference:

EDUCATION CODE

200-261 Prohibition of discrimination on the basis of sex

44066 Limitations on certification requirement

44259 Teaching credential; exception; designated subjects; minimum requirements

44830 Employment of certificated persons

44830.5 Assignment of certificated employees to district; ethnic ratio

44858 Age or marital status in employment positions requiring certification qualifications

44859 Prohibition against certain rules and regulations re residency

CODE OF REGULATIONS, TITLE 5

30-31 Affirmative action employment programs

GOVERNMENT CODE

12900 Unlawful employment practices

12940 et seq. Discrimination prohibited; Unlawful practices, generally

TITLE VII, CIVIL RIGHTS ACT as amended by Title IX, Equal Employment Opportunity Act

IMMIGRATION REFORM AND CONTROL ACT OF 1986