

CLASSIFIED EMPLOYEE - QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a classified employee position will have an opportunity to apply and qualify for classified employee positions in the school district without regard to age, race, creed, color, sex, national origin, religion, sexual orientation, gender identity or disability. Job applicants for classified employee positions will be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state or other license or certificate, if required, for the position.

Announcement of the position will be through means the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from and completed applications will be returned to the central administration office. Whenever possible, the preliminary screening of applicants will be conducted by the administrator who directly supervises and oversees the position.

The superintendent will recommend employment of classified employees to the board for approval. The requirements stated in the contracts between classified employees in the bargaining unit and the board regarding qualifications, recruitment and selection of such employees will be followed.

NOTE: Marital status is not protected class for employees. The class may be added at the discretion of the board. The law now gives the board the authority to delegate hiring of classified staff to the superintendent if it's stated in board policy. The board has to specify in policy the classified positions the superintendent is authorized to hire. For more detailed discussion of this issue, see IASB's Policy Primer, vol. 17 #6 - June 18,2004.

Legal Reference: 29 U.S.C. §§ 621-634 (2012).
 42 U.S.C. §§ 2000e et seq. (2012)
 42 U.S.C. §§ 12101 et seq. (2012).
 Iowa Code §§ 35C; 216; 279.8; 294.1 (2013).

Cross Reference: 401.1 Equal Employment Opportunity
 411 Classified Employees - General

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Grinnell-Newburg School District, Grinnell, IA