

GCC/GDC Recruitment/Hiring/Fingerprinting/Initial Employment

LINCOLN COUNTY SCHOOL
DISTRICT

Code: **GCC/GDC**
Adopted: 7/9/02
Revised: 2/15/11

Recruitment/Hiring/Fingerprinting/Initial Employment

It is the purpose of the Board to secure the most qualified personnel through an efficient and effective recruitment program. Personnel will be selected, assigned and promoted in all employment categories to meet the education and staff needs of the district regardless of race, color, religion, age, national origin, disability or sex.

As required by Oregon law, the district shall require fingerprinting of all employees, including those individuals contracting with the district and their employees.

The district shall begin the employment of an individual or terms of a district contractor on a probationary basis pending the return of disposition of such checks.

The Board may require an Oregon criminal records check for screening applicants for employment or other individuals considered for use as volunteers for the district.

The superintendent or designee will develop administrative regulations to implement the intent of this policy.

END OF POLICY

Legal Reference(s):

ORS 326.051
ORS 332.505
ORS 342.934
ORS 659.015
ORS 659.029
ORS 659.030
ORS 659.035
ORS 659.037
ORS 659.150
ORS 659.230
ORS 659.270
ORS 659.340
ORS 659.410 - 659.430
OAR 581-021-0045

Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d).
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e).
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634.
Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.
Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d).
Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.
Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).