

RECRUITMENT AND SELECTION

The Superintendent or designee shall develop selection procedures that identify the best possible candidate for each position based on screening processes, interviews, observations, and recommendations from previous employers.

No inquiry shall be made with regard to the age, gender, race, ethnicity, religion, national origin, medical condition, disability or sexual orientation of a person seeking employment. During job interviews, applicants may be asked to describe or demonstrate how they will be able to perform the duties of the job.

District employment practices shall not discriminate against legal noncitizen residents. Inquiries to assure employment eligibility shall be made in accordance with law, Board policy and administrative regulation.

For each position, the Superintendent or designee shall present to the Board one candidate who meets all qualifications established by law and the Board for the position. No person shall be employed by the Board without the recommendation or endorsement of the Superintendent or designee.

Legal Reference:

EDUCATION CODE

- 200-262.4 *Prohibition of discrimination on the basis of sex*
- 44066 *Limitations on certification requirement*
- 44259 *Teaching credential; exception; designated subjects; minimum requirements*
- 44735 *Incentive grants for recruiting teachers for low-performing schools*
- 44750-44754.5 *Regional teacher recruitment centers*
- 44830-44831 *Employment of certificated persons*
- 44858 *Age or marital status in certificated positions*
- 44859 *Prohibition against certain rules and regulations re residency*
- 52051 *Academic Performance Index*

GOVERNMENT CODE

- 12900 *Unlawful employment practices*
- 12940-12956 *Discrimination prohibited; unlawful practices*

UNITED STATES CODE, TITLE 8

- 1324(a)(b) *Immigration and Nationality Act*

UNITED STATES CODE, TITLE 42

- 2000d-2000d-7 *Title VI, Civil Rights Act of 1964*
- 2000e-2000e-17 *Title VII, Civil Rights Act of 1964 as amended*
- 2000h-2-2000h-6 *Title IX, 1972 Education Act Amendments*
- 12101-12213 *Americans With Disabilities*