

Lincoln County School District

Code: **GCC/GDC**
Adopted: 9/12/95
Revised/Readopted: 7/9/02
Orig. Code(s): 4111

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, who have direct, unsupervised contact with students.

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 who have direct, unsupervised contact with students.

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).