

Board Policy

Code No. 405.2

LICENSED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a licensed position, other than administrative positions which will be employed in accordance with board policies in Series 300, "Administration," shall have an opportunity to apply and qualify for licensed positions in the school district without regard to race, color, creed, religion, gender, sexual orientation, gender identity, national origin, socio-economic status, disability, or age. Job applicants for licensed positions shall be considered on the basis of the following:

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

Announcement of the position shall be in a manner which the Superintendent or designee believes will inform potential applicants about the position. Applications for employment may be completed online from the District website. Whenever possible, the preliminary screening of applicants shall be conducted by the administrator who will be directly supervising and overseeing the person being hired.

The Board will employ licensed employees after receiving a recommendation from the Superintendent. However, the Superintendent shall have the authority to employ a licensed employee on a temporary basis until a recommendation can be made and action can be taken by the Board on the position.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the Board regarding qualifications, recruitment and selections of such employees shall be followed.

Legal Reference: 29 U.S.C. §§ 621-634 (2012).
42 U.S.C. §§ 2000e, 12101 et seq. (2012).
Iowa Code §§ 20; 35C; 216; 279.13 (2013).
281 I.A.C. 12.
282 I.A.C. 14.
1980 Op. Att'y Gen. 367.

Cross Reference: 401.1 Equal Employment Opportunity
405 Licensed Employees - General
410.1 Guest Teachers

Approved: February 2, 1998

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