

# LODI UNIFIED SCHOOL DISTRICT

Policy 4031

## **Eliminate Policy - Does not exist in GAMUT Personnel**

### **Employment Procedures**

~~The Board of Education desires to employ the most highly qualified person available for each open position. The Superintendent or designee shall develop recruitment and selection procedures which include:~~

- ~~1. Assessment of the district's needs for specific skills, knowledge and abilities~~
- ~~2. Development of job descriptions which accurately describe all essential and marginal functions and duties of each position~~
- ~~3. Dissemination of vacancy announcements to ensure a wide range of candidates~~
- ~~4. Screening procedures which will identify the best possible candidates for interviews~~
- ~~5. Interview procedures which will determine the best qualified candidate for recommendation to the Board~~

~~The Superintendent or designee shall recommend only those candidates who meet qualifications established by law and the Board for the particular position. Nominations for employment shall be based upon appropriate screening devices, interviews, observations, and recommendations from previous employers.~~

~~No inquiry shall be made with regard to the age, sex, race, color, religion, or 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 Board policy and administrative regulation.~~

~~No person shall be employed by the Board without the recommendation or endorsement of the Superintendent or designee.~~

~~Legal References: EDUCATION CODE~~  
~~200-261 Prohibition of discrimination on the basis of sex~~  
~~44066 Limitations on certification requirement~~  
~~44259 Teaching credential; exception; designated subjects;  
minimum requirements~~  
~~44830 Employment of certificated persons~~  
~~44830.5 Assignment of certificated employees to district; ethnic  
ratio~~  
~~44858 Age or marital status in employment positions requiring  
certification qualifications~~  
~~44859 Prohibition against certain rules and regulations re  
residency~~  
~~CODE OF REGULATIONS, TITLE 5~~  
~~30-31 Affirmative action employment programs~~  
~~GOVERNMENT CODE~~  
~~12900 Unlawful employment practices~~  
~~12940 et seq. Discrimination prohibited; Unlawful practices,  
generally~~  
~~LABOR CODE;~~  
~~Title VII. Civil Rights Act as amended by Title IX, Equal  
Employment Opportunity Act~~  
~~Immigration Reform and Control Act of 1986~~

Policy

adopted: ~~04/21/98~~