

**Linn Benton Lincoln  
Education Service District**

Code: **GCD/GDD**  
Adopted: 7/8/98  
Readopted: 10/10/07  
Orig. Code(s): 4410

**Hiring of Staff**

It shall be the responsibility of the superintendent or designee to screen and select qualified personnel. Selection of personnel shall be based on competency, needs of the ESD, suitability for position and the district's equal employment opportunity procedures.

Recommendations for employment shall be made by the superintendent and shall be ratified by the Board. Recruitment and selection shall not be discriminatory on the basis of sex, age, race, color, religion, national origin, marital status or disability. The individual must, with or without a reasonable accommodation, be able to perform the essential functions of the position.

The superintendent has full authority to select and hire temporary employees for periods of less than a year provided there is sufficient budget appropriation resource to fund those positions.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125\(5\)](#)

[OAR 581-024-0245](#)