



Board Policy 5000 – Staff Recruitment, Selection and Assignment

BOARD POLICY

SUBJECT: Staff Recruitment, Selection, and Assignment

5000

The Superintendent and/or his/her designee reserves the right to leave a vacated position vacant, assign the duties of a vacated position to other staff, combine vacated positions or otherwise modify positions in addition to opening positions and creating new positions.

Recruitment

Staff recruitment shall be administered by the Superintendent or designee. All matters pertaining to recruitment of all personnel shall be authorized by the Superintendent or designee.

Employee Selection, Reorganization, Assignment and Transfer

The final authority to approve the selection of employees rests solely with the Board of Directors. The Superintendent or designee shall investigate the qualifications of applicants for employment. He/She shall make recommendations to the Board of Directors relative to the employment of personnel.

The OESD Superintendent has responsibility for placement, transfer, separation and/or dismissal of employees. The OESD Superintendent also has the freedom to organize, reorganize and arrange the administrative and program staff so it best serves the OESD and the school districts served.

It is the policy of Olympic Educational Service District 114 to recruit, hire, train, and promote personnel in all job classifications without regard to race, creed, religion, sex, color, national origin, age, marital status, families with children, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

Olympic Educational Service District 114 is an Equal Opportunity Employer.

The OESD Superintendent shall have the authority to develop, modify, and change procedures for hiring and selection of employees, and other personnel matters not specifically defined in these policies.

LEGAL REFERENCE: Reference: RCW 28A.310.200 (3)
 RCW 28A.310.180
 RCW 28A.310.220
 RCW 28A.310.230
 RCW 28A.310.260
 RCW 28A.400
 RCW 49.60

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