

## PERSONNEL

### Recruitment and Selection of Staff

The District shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, color, national origin, age, sex, marital status, or nonjob-related physical, sensory, or mental handicaps, except insofar as such factors are valid occupational qualifications.

The superintendent shall create systems and strategies to select and retain outstanding staff who will promote the District mission of "All Students Learning Well."

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#### **Cross References:**

(cf. 5005 Employment: Disclosures, Certification Requirements, Assurances and Approval)  
(cf. 5610 Substitute Employment)

#### **Legal References:**

RCW 28A.400.300 Hiring and discharging employees--Leaves for employees--Seniority and leave benefits, retention upon transfers between schools  
RCW 28A.405.210 Conditions and contracts of employment--Determination of probable cause for non-renewal of contracts--Notice--Opportunity for hearing  
RCW 43.43.830 Background checks -- Access to children or vulnerable persons  
RCW 43.43.832 Background checks--Disclosure of child abuse  
WAC 162-12 Pre-employment Inquiry Guide (Human Rights Commission)  
AGO 62155.00 - No. 155 - 1961-62 Expenses of Applicants  
8 USC 1324a and 1324b (IRCA) Immigration Reform and Control Act of 1986

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