

**POST FALLS SCHOOL DISTRICT NO. 273**

Series 400: Certified Personnel: Selection

Policy No. 401.3

Policy Title: Qualifications

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Selection of staff personnel shall be based on the following qualifications:

1. Training and certification
2. Professional competency
3. Suitability for position
4. Compatibility with school district philosophy

As required in Idaho Code 65-505, the district will observe preference of veterans and disabled veterans when considering hiring employees to fill vacancies, selecting new employees, or implementing a reduction in force.

Staff personnel qualifications shall be evaluated upon the merits of the candidates without regard to their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, pregnancy, physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

Legal References:

I.C. § 33 -1201	Certificated Required
I.C. § 33 -1210 et. seq.	Information on Past Job Performance
I.C. § 65 – 505	Rights and Privileges of Veterans
8 U.S.C. §§ 132(a), <i>et seq.</i>	Immigration Reform and Control Act
20 U.S.C. §§ 1681-82, <i>et seq.</i>	Title IX of the Education Amendments of 1972
29 U.S.C §§ 206(d)	Equal Pay Act of 1963 – Prohibition of Sex Discrimination
29 U.S.C. §§ 621-34	Age Discrimination in Employment Act
29 U.S.C. §§ 791, <i>et seq.</i>	Rehabilitation Act of 1973
42 U.S.C. §§ 12101, <i>et seq.</i>	Title I of the Americans with Disabilities Act of 1990
42 U.S.C. §§ 2000(e), <i>et seq.</i>	Title VII of Civil Rights Act of 1964
29 C.F.R. Part 1601	Implementing Title VII of Civil Rights Act
29 C.F.R. § 1604.10	Pregnancy Discrimination Act Employment Policies Relating to Pregnancy and Childbirth

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